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25 Anniversary

1894-1919



25th Anniversary
Souvenir Book
of the New York
Photo-Engravers Union No. 1.
I.P.E.U. of N.A.



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"OLD GLORY"

Our first allegiance is to our flag
and to our country.

Announcement



In presenting this Souvenir Book commemorating our 25th Anniversary as a Trade Union to our members and friends, we do so with great pride in our growth and accomplishments; growth, not so much in numbers as in solidarity; accomplishments and service, in the varied fields of endeavor which is the common lot of all labor organizations.

The work and purpose of a Trade Union in which the human element plays such a prominent part is something more than a business expedient--something more than the attaining of higher wages--it is rather the improving of conditions and the regulation of craft practices and standards to secure the fullest opportunity for the social advancement of the individual and allow for the improvement and development of both mind and body.

Ours has been a progressive and an aggressive organization; progressive, in promoting our interests and those of the entire craft; aggressive, in protecting our rights no matter where or by whom assailed.

By co-operation with other labor organizations, we have striven for the advancement of all workers and the stabilizing of industry along constructive and progressive principles.

By asserting our rights in the economic adjustment of our own industry and by promoting and encouraging co-operation with employing photo-engravers, rather than the fostering of class strife and prejudice, we have advanced to our present high state of organization. It is along these lines that our efforts for democratizing of industry have been successful.

It is in the hope of furthering these principles that this Souvenir is presented. We are deeply appreciative to all who have helped to make it possible and interesting, either by written contribution or other service, also those who have used it as an advertising medium; these latter we recommend for remembrance to our members and friends.



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Matthew Woll

PRES. - INTERNATIONAL PHOTO-ENGRAVERS UNION OF N.A.
VICE PRES. - AMERICAN FEDERATION OF LABOR.



ROTOPRINT GRAVURE CO., N. Y.

NEW YORK PHOTO-ENGRAVERS UNION No 1

By ALBERT L. ARMITAGE, CORRESPONDING SECRETARY



CERTAIN philosopher has said that "instinct guided by reason is never wrong." Who is there among us today who will contend that the pioneers of the Photo-Engravers' Union were not possessed of the qualifications of such a philosophy?

The writer of this contribution to the Twenty-Fifth Anniversary Souvenir of Photo-Engravers' Union No. 1 desires to summarize briefly a few of the many incidents which confronted the membership during the past quarter of a century of continuous organization and events of interest in the decade of years previous to 1894.

According to the best information obtainable agitation for a union in the photo-engraving industry, dates back to the period when men, who were employed directly at the swelled gelatine and wash out process, formed an organization composed exclusively of engravers. The title adopted was "Photo Engravers of America," and the date of birth 1886. This movement had its inception among the employees of the Photo Engraving Company and gradually spread to the other shops then in operation in New York City, viz,—Moss Engraving Company, Photo Electrotpe Company, American Photo Engraving Company and the Franklyn Engraving Company.

The "Photo-Engravers of America" continued to function for two years, under administrations of Presidents, Walter Wickers, and Harry Kirby; meetings were held in Pythagoras Hall, located on Canal Street. During the life of the Photo-Engravers of America, another Union was formed by men who thought that an organization of photo-engravers could be established which would comprise men in all branches of the trade, and with this purpose in view, George L. Titus with the able assistance of Harry Brigg-

man and Nick Scallon assumed the burden of organization.

It is interesting to note that at this period the number of men engaged in the production of photo-engraving in New York City was not much in excess of one hundred. They were designated as engravers (divided in two classes known as finishers and cutters), photographers, proofers, routers, blockers, stereotypers, and helpers; the latter four branches were interwoven so as to be assistants to each other when the occasion demanded. A number of women were employed as cutters in the various shops.

G. L. Titus made strenuous efforts to accomplish his ideal of what a trade union should be and was successful in procuring recognition from the governing labor body known as the Knights of Labor and a charter was issued to the "Acme Association of Photo-Engravers," No. 6808—Knights of Labor, District Assembly No. 64 of the Printing Trades. Meetings were held in Reimers' Hotel, No. 475 Pearl Street. The officers chosen were George L. Titus, Master Workman; Albert Fertig, Worthy Foreman; Edward Walsh, Recording Secretary; W. G. Tweedale, Financial Secretary, and Harry Briggeman, Treasurer. Delegates to the District Assembly were Messrs. Fagan, Menyhart, Kirby, Scallon, Tweedale, Fertig and Titus.

The trade at this period was confronted with two organizations of photo-engravers, and it may be of interest to note that many engravers were members of both unions. A strike was inaugurated under these conditions by the Photo-Engravers of America, in February, 1887;—demands were as follows: 10 per cent wage increase for male finishers and a 15 per cent increase for female cutters.

Mr. Moss, head of the company bearing his name, informed a committee of engravers in his shop that he would not continue employment of

men who were identified with a Union. Another interview was arranged and it was agreed among the men, that if upon the return of their spokesman he should wiggle his finger in the direction of an engraver as he passed each stall (engravers worked in stalls and not at open tables as today) it was to be recognized as a signal to quit the shop, and strike. He wiggled his finger and a number of men left the shop while others remained at work.

As an example of the very vague conceptions some of these men entertained relative to the ideals of unionism, mention is made of the fact that while they were on strike a few engravers accepted work at home delivered by errand boys; and when questioned regarding this most unusual attitude, the excuse was offered that they were simply doing said work at home as a favor to some particular person in authority in the shop which they had left on strike.

Wages at this time averaged as follows in photo-engraving shops:

Finishers	\$13.00 to \$20.00
Cutters	7.00 to 13.00
Proofers	10.00 to 20.00
Photographers	12.00 to 20.00
Routers	12.00 to 16.00
Blockers	12.00 to 16.00
Stereotypers	12.00 to 16.00
Helpers	9.00 to 12.00

(Very few men receiving the higher wage.)

An agreement was reached with Mr. Moss (written with lead pencil) and while the wage increase was not granted, the men in that shop were permitted to join the union without fear of discharge. During the strike referred to the Photo-Engravers of America passed out of existence, due to the fact that the shop wherein they were for the greater part employed (Photo Engraving Company) was not paying as good wages as other shops.

The Acme Association of Photo-Engravers made every effort toward inducing men employed at all branches of photo-engraving, other than finishers, to join their movement and only succeeded to the extent of five proofers—Joe Botts, John May, J. Smith, John Lawler and Pete Slain, and one photographer whose identity is not obtainable. About the latter part of 1888 the Acme Association also fell by the wayside, due to indifference on the part of photo-engravers generally, nevertheless, many of the men associated with those early endeavors to unionize the craft exhibited a splendid spirit and were destined

to show their worth in the movements that were to follow.

The following is interesting data relative to the Wood Engravers' Union which was formed in the month of December, 1889 when wood engravers awoke to the realization that photo-engraving was fast displacing their product in the printing industry, and they organized to safeguard and advance the interests of fellow craftsmen in that highly skilled and artistic profession.

The title adopted was "American Association of Wood Engravers," with headquarters at No. 12 East 15th Street, New York City. None but wood engravers were eligible for membership. The officers were: President, G. Kruell; Vice-President, W. H. Lawrence; Treasurer, F. S. King; Fin. and Cor. Sec'y, F. E. Katsch; Rec. Sec'y, F. L. McCann; Executive Committee, K. C. Attwood, H. Baker and F. A. Pettit; there were 89 members enrolled, but it seems no attempt was made to affiliate with other organizations and the "American Association of Wood Engravers" soon fell by the wayside.

The next attempt to form a union of photo-engravers was initiated by William Mittchel, a printer employed by the *New York World*. Mr. Mittchel approached Dick Walsh, a router on the *World* and induced him to interest other men in the movement, which was to embrace all branches of the trade. Newspaper workers were the first to rally to the call, though a few commercial shop men were identified with this step to organize the photo-engraving craft. The meeting place of the instigators of this movement was known as Anarchy Hall, situated on North William Street, which derived its name from the fact that it was the headquarters of Herr Most and other equally famous anarchistic characters of that date.

After considerable time, effort, and money, had been spent by individuals, an organization was formed and a charter granted by the International Typographic Union, October 6, 1891, to the Photo-Engravers' Union No. 1. The Charter Members were Reginald (Dick) Walsh, Frank Knowlton, Edward Petty, William Donovan, John Reynolds, Charles Eagan, Daniel McGinn and Paul Hensler; the three first mentioned and Dan McGinn being active members in our Union today.

The name of this organization, date of charter granted by the I. T. U. and the facts surrounding it bear incontrovertible evidence to the fact that it was the first Union to operate under title of



1891

Some of the Charter Members

1891

LEFT TO RIGHT

Frank Knowlton ~ Daniel McGinn ~ Reginald (Dick) Walsh
Edward Petty

INTERNATIONAL Typographical Union CHARTER.

To All to Whom these Presents shall Come:
Now We, That the International Typographical Union, of North America, established for the purpose of effecting a thorough organization among Members of the Craft, and composed of Delegates from Typographical Unions in different sections of the Country, and which Assembles Annually in General Convention, doth, upon proper application, grant, unto Daniel McGinn, Edward Petty, William Donovan, John Myndels, Charles Egan, Reginald Walsh, and to their successors, This Charter, for the establishment and future maintenance of a ^{Photo Engraving} Union at New York City and to their to be known as the Photo Engravers Union No. 1 of New York City.

Now, the Conditions of this Charter are such, That said Union shall be subordinate to and comply with all the requirements of the Constitution of the International Typographical Union: That it shall not, at any time, fail to be represented at the Annual Sessions, and shall, for all time, be guided and controlled by the Enactments passed at such Sessions of the International Typographical Union.

So long as the said Union adheres to the above conditions, this Charter to remain in Full Force; but, upon infraction thereof, the International Typographical Union may revoke said Charter, when all privileges secured thereby shall be annulled.

In Witness Whereof, we have hereunto set our hands and affixed the Seal of the International Typographical Union, this Eight day of October 1891.



A. J. Walsh Sec. and Treas.

W. B. Everett President

"Photo-Engravers' Union No. 1, New York City, I. T. U."

Their first and only President was William Donovan (deceased); the membership totalled about 35, and though every effort was made to induce all photo-engravers in the city to become affiliated, the movement died because it seems the time was not ripe for such an organization.

During the life of the 1891 Union an interesting episode took place as follows: An agreement was presented to the *New York Sun* and signed, but when the management of that paper fully realized that it meant the recognition of a union of photo-engravers, they immediately informed the men of their intention to break the agreement. The officers of the local typographical union were acquainted with this condition and John McLoughlin, organizer of the I.T.U., notified the *Sun* on a Saturday afternoon that unless the Photo-Engravers' Union was recognized, the men of the Typographical Union would stop work immediately and the *Sunday Sun* for the next day would not be published. Needless to say the agreement with the photo-engravers was observed.

After one year of struggle against tremendous odds these men, who were laying the cornerstone of the future Photo-Engravers' Union No. 1, due to the indifference in general of the other workers in the craft became discouraged and the organization passed out of existence. These pioneers, however, did not cease agitating for their ideal, which eventually culminated in a movement, broader in its aspects than any heretofore.

In the year 1893 a stirring of the passions for unionism was fathered through the medium of an agitation for a benevolent society among photo-engravers. This plan was adopted because of experience born of the past and was used as a means of getting the men together on a basis of equality to which the more timid could not take exception. Timid because they were to a great extent fearful of the wrath of their employers, if it was generally known that a union was the real object of the society.

James Ryan, familiarly known as "Pop," Felix McCarthy, and Jas. Abrams, rendered yeomen service in inspiring the men to get together. Meetings were arranged to be held at No. 35 Frankfort Street in the premises occupied by Abrams.

This agitation for a union was given great impetus by a report brought to the attention of photo-engravers by Daniel McGinn, who informed all the boys he came in contact with that photo-engraving was being taught the inmates of Elmira Reformatory at Elmira, N. Y. The following is

taken from an article contributed by William Elliot in the souvenir number of the 1904 convention of the I. P. E. U.

"He got together all the engravers he could, and told his story and the indignation aroused was so great that there and then the first successful union was formed." Further, "Much good often comes of evil." "And No. 1 should ever be remembered for the self-sacrifices and moneys expended which has amounted to thousands of dollars in their fight to protect the craft all over the country, and particularly from the evil inclined who would if taught the rudiments of the business ply the knowledge thus gained as counterfeiters, forgers, etc."

In writing the tale of the Photo-Engravers' Union, it is indeed a pleasure on this occasion of "fond recollections" to hear testimony to the memory of one who should ever be remembered for wisdom, and patience, exhibited in gathering his fellow craftsmen together in an endeavor to advance the banner of unionism.

The following biographical sketch is taken from the 1898 convention number of the I. T. U.

"James Ryan, the sixth Vice-President of the I. T. U. was born in London, England, December 23, 1828, and in 1843, he was bound city apprentice to one, C. F. Hodgson, years later he emerged 'James Ryan, journeyman printer,' and a free man of the City of London. After working several years in Ireland, France, and Holland, in January of 1874 he arrived in Canada and came to the United States in March of the same year. His stay was of short duration for in July following, his wife having died, leaving two children, he returned to his home. The visit, however, had its effect, and September of 1879 found him in New York City again, where he spent the next twelve months, with various companions on the out-of-work list. Finally as hand pressman, he entered the photo-engraving business.

"Although he had not visited the Klondike, in 1893, after many years of weary prospecting he 'struck' it. It happened in this wise: A photo-engraver, on his return to New York from a vacation 'up state' reported that while in Elmira he had visited the reformatory there and had seen a well-equipped plant in operation,



and convicts being instructed in the various branches of photo-engraving. Mr. Ryan secured an affidavit to these facts and some samples of the business stationery of this important branch of the State's business. With the aid of a few friends he got out a circular calling a meeting of the craft at Barkhousens on the Bowery, and sent it broadcast. This meeting not only resulted in a protest, which ultimately removed the competition of Reformatory labor, but, agreeably to Mr. Ryan's hope, 'panned out' Photo-Engravers' Union No. 1.

"Since then Mr. Ryan has served the Union in nearly every capacity, and is as active a member now as any of the younger men. With a fatherly pride he has watched it grow and prosper, taking a particular interest in the younger men as they manifested a tendency to come to the front. As all of the craft have this tendency, few of the members receive any other name from him than 'sonny,' and he is known to every one as 'pop.' Still ruddy, six feet and to spare, and straight as an arrow, his is a figure and personality which will be sorely missed some day. May that day be long deferred. Mr. Ryan will represent New York Photo-Engravers at Syracuse."

James (Pop) Ryan was the first member to be pensioned by Photo-Engravers' Union No. 1 and credit is extended to John Taggart in this connection; he brought the matter to the attention of his co-delegates en route home from the Mil-

waukee Convention; later the Union unanimously voted Mr. Ryan (who lived to the ripe old age of 87, he having died July 18, 1915), a pension of \$5.00 per week which was soon increased to \$10.00 weekly and a life membership card in recognition of services rendered. It might also be noted here that Mr. Chas. Barkman, another old member, was also pensioned for a number of years, and until his death.

The Union which was the outgrowth of meetings held at Barkhousens, No. 243, on that famous old thoroughfare known as the Bowery, was given the euphonious title of American Society of Photo-Engravers. Meetings were held at regular intervals, but it was a difficult task indeed for the organizers to convince some men, especially engravers, that a union would be of benefit to them. Most of these men were recruited from the ranks of "wood engravers," a highly skilled profession.

Many of these were among the best engravers of the day, still they were made to realize that the one great reason why photo-engraving had developed so rapidly to their detriment was because they (wood engravers) had not attempted to protect and safeguard the interests of their craft through the medium of an organization, until many years after the introduction of photo-engraving.

The American Society of Photo-Engravers readily realized the impracticability of an organized industry, progressing independently of other organizations and the members demanded affiliation with other labor unions, and voted to ask the Central Labor Union to organize them. The Central Labor Union sent a committee, and an organization on broader lines was effected known as the

Photo-Engravers' Union of New York City. Theodore Attworth was the president, and because of his insistence for affiliation with the American Federation of Labor, recognition was finally granted by the International Typographical Union under title of Photo-Engravers' Union No. 1, New York City. The International Typographical Union charter was presented by James J. Murphy, President of "Big 6" November 12, 1894, and the present organization has been in continuous existence since that time.

The charter members were Austin Huffman, Thomas Popjay, Edwin Gaffney, Theodore Attworth, R. D. Roberts, D. M. Roberts, Charles Kane, Daniel McGinn, Felix McCarthy, Robert Stuart, Thos. E. Kelly, Donald Frazer, Wm. L. Webbe, James Ryan, Charles Taylor, Thomas Taylor, Thomas Palmer, Oscar Knauer, John E. Duell, William O. Rendell, Thomas J. Roche, Edward J. Mooney, Edward J. Petty, Eugene Menyhart, J. M. Washington, and Edward D. Williams.

The International Typographical Union charter brought many new members but there were several who for various reasons remained outside the Union ranks. Some of the most highly paid workmen were difficult to bring within the circle of membership. They feared it might jeopardize their positions, that any change the Union might bring about to profit the average member must be at their expense. These few high-priced men were not in themselves so necessary to the young Union, but the many whom their influence kept from the organization were essential. Gradually their influence was destroyed and these self-styled "big men" became members of the organization.

"Pop" Ryan led the field work until George W. Dunn assumed his duties as organizer and Business Agent. The latter term was used because public sentiment was very much opposed to the title of "Walking Delegate." Mr. Dunn was immediately recognized as a forceful man, possessed of those qualifications so necessary for this particular task. His indomitable spirit immediately won the good will of the membership, and respect of employers who recognized in him a man worthy of their consideration.

The first Union ball was held in Clarendon Hall, E. 13th Street in the year 1895. Frank Ryan was chairman of the ball committee and Tom Palmer carried the First Photo-Engravers' Union banner in the grand march on that occasion.

Donald Fraser was elected president for the year 1896 and carried on successfully the campaign of organization.

Theo. Attworth was again elected president in 1897, but resigned before his term of office expired and Thomas Kelly, 1st Vice-President, assumed the duties of office until the end of that year.

The first agreement entered into under the I. T. U. charter of 1894 called for a scale of \$18.00 and a 54-hour week. The first strike was in the Manhattan Engraving Company during the term of Patrick Fagan as president in 1898, and netted the members much in experience, showing the calibre of our men in their unflagging devotion to the cause.

In the year 1897 largely through the efforts of James Cain a pernicious legislative measure introduced at Albany, known as the Ellworth Anti-Cartoon Bill, was defeated. If this bill had been written into the statutes, production of Photo-Engraving would have been considerably curtailed, and many touchy politicians, some inclined to rascality, would have achieved their object, and the public denied one of its greatest assets in the daily and other publications.

Patrick Fagan was re-elected in 1899. During the early part of that year an attempt was made to form a union of all plate makers, embracing the photo-engravers, electrotypers and stereotypers. Conferences on this matter were held in a hall at 475 Pearl Street. The meetings were fairly successful until it was proposed by the electrotypers that routers should be designated as their helpers. The three routers on the committee of photo-engravers, Messrs. Lew Havens, Otto Metz, and Charles Walls immediately and strenuously objected to such classification and withdrew from the conference. Needless to say, the matter of a plate-makers union was dropped and the routers' branch assured of full recognition among the photo-engravers.

While it would be unfair to those pioneers of the Union in an attempt, to in any degree lessen the credit to which they are justly entitled for their labors in conferring upon the latter day member such a magnificent heritage as Photo-Engravers' Union No. 1, it is generally agreed that the most crucial period in the history of our Union was during the latter part of the year 1899—and the months following in which the membership was engaged in a bitter struggle to maintain the ideals and conceptions of the trade union movement.

Members were for the most part receiving as remuneration for services rendered the sum of \$18.00 weekly and had decided to present a new scale which called for \$21.00 and 54 hours. The scale committee having finished their labors, a



1894 · Some of the Charter Members of the Present Union · 1894

TOP ROW LEFT TO RIGHT

Thos. Roche ~ Eugene Menyhart ~ Wm. Rendell ~ Robt. Stuart

BOTTOM ROW LEFT TO RIGHT

Theo. Attworth ~ Chas. Taylor ~ Thos. Palmer ~ Ed. Petty ~ D. McGinn

INTERNATIONAL Typographical Union CHARTER.

To All to Whom these Presents shall Come:

Now Be, That the International Typographical Union, of North America, established for the purpose of effecting a thorough organization among Members of the Craft, and composed of Delegates from Typographical Unions, in different sections of the Country, and which Assembles Annually in General Convention, doth, upon proper application, grant unto the said Union, and to their successors, This Charter, for the establishment and future maintenance of a Typographical Union at New York City, New York.

Now, the Conditions of this Charter are such, That said Union shall be subordinate to and comply with all the requirements of the Constitution of the International Typographical Union: That it shall not, at any time, fail to be represented at the Annual Sessions, and shall, for all time, be guided and controlled by the Enactments passed at such Sessions of the International Typographical Union.

So long as the said Union adheres to the above conditions, this Charter to remain in full force; but, upon infraction thereof, the International Typographical Union may revoke said Charter, when all privileges secured thereby shall be annulled.

In Witness Whereof, we have hereunto set our hands and affixed the Seal of the International Typographical Union, this



Wm. Rendell Sec. and Treas.

1894

W. B. Sweet President

meeting was called on the third Sunday in October, 1899, in Mrs. Wilzogs Hall, No. 85 East 4th Street (the membership being summoned to a meeting for the first time under penalty of a \$5.00 fine for non-attendance), to take strike action on all commercial shops which would not agree to the scale presented. The net result of this meeting was as follows—on the first Saturday in November, 1899—all commercial shop men struck with the exception of a few of the smaller houses which had signed the union agreement.

About two-thirds of the membership—approximately 290 men were affected. Strike benefits of \$9.00 per week were paid to all married journeymen, \$7.00 to single members and \$5.00 to apprentices.

The matter of financing this strike was indeed a problem for the officers and a heavy burden to the men employed in newspaper shops and the few commercial men who were still at work. The first weekly assessments were \$5.00 per man, it then gradually receded until an amount totaling \$45.50 had been paid by each member working. The strike lasted five months and during that period it was a common occurrence for members employed, after paying strike assessments and dues (and very often extending further financial assistance) to have left in their pay envelopes the small sum of \$12.00 or \$13.00. Such sacrifice and devotion to the cause has rarely been surpassed in the annals of American trade unionism. This action clearly demonstrated in unmistakable signs that the future success and welfare of the Photo-Engravers' Union No. 1 was to be built on a solid rock foundation. A compromise was finally affected with the employers in the matter of wages and \$20.00 was accepted as the minimum.

Number One did not receive any financial support from the I. T. U. during this strike and hardly a full measure of moral support. The reasons given being that the I. T. U. was involved in industrial disputes in various parts of the country, directly affecting the compositors and the I. T. U. finances were said to be insufficient to withstand the burden of financing the photo-engravers' strike. Nevertheless Photo-Engravers' Union No. 1 was paying per capita to the I. T. U. and felt their cause was just and should be supported in a measure to insure its success.

In January, 1900, J. Cain was authorized to attend a meeting of the I. T. U. council in session in Pittsburgh, Pa., for the purpose of presenting and pressing the claims of No. 1 in the matter of financing support of its strike. S. B. Donnelly of the I. T. U. council informed Mr. Cain his

appeal had received favorable consideration and that the sum of \$5,000.00 had been voted No. 1. When this news was flashed to New York City the joy of photo-engravers was unbounded, though destined to be of slight duration, as a short time later we were informed by the secretary of the I. T. U. that their finances were so low it would be impossible for the council to grant No. 1 the financial support promised.

Dissatisfied with this treatment and attitude of the parent body during the strike, No. 1 withdrew from I. T. U. affiliation, and immediately after the termination of the difficulty, formed an independent union of photo-engravers, with the idea of organizing throughout the country.

Following this withdrawal from the parent body, the I. T. U. organized the Photo-Engravers' Union No. 23, a dual body, and used all the available resources at its command to entice, cajole and even force the members of No. 1 into the No. 23 Union. The total of men working at photo-engraving in New York City rapidly increased under these conditions, the trade being continually in a turbulent state. The newspaper shops to a great extent employing No. 23 men and No. 1 contesting every inch of ground. Finally, the No. 1 men employed by the *New York World* refused to work with No. 23 men and struck March 4, 1902. No. 23 Union then transferred some of its members from the *New York Journal* shop to fill the vacancies left by No. 1 men on the *World*. True to their convictions the No. 1 men employed on the *Journal* struck. The reader will no doubt readily appreciate in what a chaotic condition the photo-engravers' trade and Union was, during a period of factional strife such as this.

Benefits of \$15.00 per week were paid to members on strike—the assessments totaling \$37.50 per capita.

With credit to all parties concerned in this very unpleasant experience it can truthfully be said that the standard scale of wages and hours was never violated at any time by either of the contending factions. As time wore on it became more evident to the leaders and members of both Unions that something must be accomplished to end the existing state of affairs and solidify the photo-engravers in one organization throughout the country.

Edward J. Shelly was president of No. 1 during this period, and until 1903, he having served three terms.

Upon assuming the office of President in 1903 Arsham Andonian initiated a plan acceptable to No. 23. A committee of nine from each Union



met at various times for a period of eight or nine months; more than thirty meetings were held in quarters gratuitously extended by Mr. Stein of No. 194 William Street, in an effort to determine a settlement of questions involved, and all expenses incurred during the progress of these conferences was borne by the individual members of both committees.

Progressing along the lines adopted James Cain of No. 1 met Martin Higgins, of the Pressmen's Union in Boston, and interested him in the New York situation. Higgins promised Cain he would use his best efforts in an endeavor to induce James Lynch, President of the I. T. U. to agree to consulting with the photo-engravers of both factions with a view of bringing about a settlement of their differences.

A conference was arranged between the International Council of the I. T. U. and representatives of the contending factions of photo-engravers, Messrs. James Cain, of New York City, and Louis Flader, of St. Louis, representing the independent Photo-Engravers, and Charles Walls, of New York City, and William H. Lee, of Cincinnati, representing the I. T. U. Photo-Engravers.

The conference was held in Indianapolis, Ind., and a recommendation was made and agreed to by the Washington convention of the I. T. U. in 1903, which in principle was as follows: All photo-engravers affiliated with the I. T. U. were permitted to withdraw from their parent body and the I. T. U. further agreed to recognize the I. P. E. U. as an independent international organization.

This action on the part of the I. T. U. left the road open in New York City for an amalgamation of all photo-engravers; consequently at

a meeting of the joint unions held in Webster Hall, the one organization of today was effected. Otto A. Metz was chosen president and he immediately appointed Charles Walls and F. A. Petit as assistants to the President and Business Agent to lend aid in the enrollment of No. 23 members who were for the most part unknown to the officers of old No. 1. Metz also appointed an Executive Board of twenty members, ten from each Union, and so well did the work progress that within a few months application was made to the I. P. E. U. for a charter which was granted April 23rd, 1904, under title of Photo-Engravers' Union No. 1, I. P. E. U. of N. A. It was during the administration of Metz that hours of work were reduced from 53 to 49 hours and the Saturday half holiday recognized. Following the Webster Hall meeting an affair was held in the Murray Hill Lyceum for the expressed purpose of bringing membership of both No. 1 and No. 23 together in a spirit of fraternalism and good fellowship.

A short time after the amalgamation our men were locked out by the Butterick Publishing Company. A ladies' auxiliary was formed to assist the Union in this affair. The Union made continued efforts to organize the Butterick shop and this object was only recently accomplished.

Going back in this story the writer must make mention of the fact that No. 1 is given full credit for organizing the I. P. E. U., in the article previously referred to (Convention Number, 1904), those mentioned as the prime movers of that organization were James Cain, Otto Metz, Blair Gilbert, Louis Flader and William L. Elliot, who held their first meeting at 757 Wells Street, Chicago, Illinois. The first president of the I. P. E. U. was John R. Bevins, of Philadelphia, Pa.

If some of the politicians who were on the "inside" of the scheme to continue making photo-engravings at Elmira, had laid bare the facts, a beautiful State-wide scandal no doubt would have resulted; as it was, Gov. Theodore Roosevelt, in 1899 heard and understood enough in conference with a committee from the Union, to make it worth his while to put a stop to the tactics of pernicious Mr. Brockway (who was at that time controlling head of the Elmira institution) and his photo-engraving plant.

The great fight to abolish teaching of photo-engraving in penal institutions was then carried forward in relentless fashion. Big business was awakened to the dangers of this practice. Affidavits from bankers, handwriting experts, etc., were procured in condemnation of the further continuance of instruction of inmates of criminal institutions in the art of reproductive processes. A bill was introduced at Albany by Assemblyman Thomas G. Fitzgerald (now Legislative agent of the New York State Federation of Labor) passed both houses and signed by the Governor, which entirely eliminated from penal institutions of New York State the instruction of photo-engraving to the criminally inclined.

Lew Havens, George W. Dunn and James Cain are given credit for the accomplishment of this successful legislation, which has resulted in other States taking similar action to the end that today photo-engraving is not a part of the training of criminals in any part of the U. S. A.

A great achievement of No. 1, which the membership may be justly proud of, is as follows—missionaries of undoubted organizing ability were sent broadcast in an endeavor to interest fellow craftsmen generally in the movement which had for its immediate and single object the creation of local unions of photo-engravers. Through the efforts of these disciples of No. 1, several local unions were formed in various sections of the country; and to bring about this desired result No. 1 gave freely and unstintedly of its finances, when such necessary and practical aid was most needed to instill and maintain the proper morale and enthusiasm for unionism.

James Ryan, George W. Dunn and James Cain, the organizers, reported it was not surprising to find men working for a \$10 and \$12 weekly wage in cities recited. Following are the locals organized in this campaign—Providence, Hartford, Albany, Syracuse, Rochester, Detroit, Dallas, New Orleans, Nashville, Louisville, Indianapolis, Cincinnati, Columbus, Toledo, Cleveland, Washington and Pittsburg.

During the year 1905 the Union succeeded in bringing before the Contract Labor Board the matter of importation of contract photo-engravers by the American Bank Note Company, with the result that several foreigners were held on Ellis Island for a lengthy period while the Government authorities carried forward an investigation of their employment. The officials of the Port of New York recommended deportation, but on appeal to the higher officials of the President's cabinet in Washington, D. C., these contract workmen were admitted to the U. S. A. They afterward became good members of Photo-Engravers' Union No. 1.

One of the shops with whom we failed to reach an agreement at the conclusion of the strike of 1899 and 1900 was the Gill Engraving Company. Several men being more loyal to their employer than to the Union, and around them the Gill Company built an organization which withstood assaults by the Union for years, and only because the Union had successfully combatted the situation in its various stages for fourteen years, including litigation and court action of every description in almost every degree of Federal and State courts, this shop was finally enrolled in the list of shops operating under agreement with the Union on July 9, 1914.

The Gill Engraving Company and the Doubleday, Page Company endeavored in an action brought on petition, by the Department of Justice, Washington, D. C., to restrain the Allied Printing Trades Council from continuing their activities against these concerns on the grounds that the Unions involved were guilty of prosecuting a secondary boycott.

The said companies in this action were playing billiards—vis., shooting at the A. P. T. C. in an effort to pocket the Photo-Engravers.

The proceedings were conducted by U. S. Attorney H. Snowden Marshall before a Federal Grand Jury, and an exhaustive examination of our books and methods was resorted to in the search of incriminating evidence, finally in an opinion rendered by G. Carrol Todd, Assistant to Attorney General Reynolds on the evidence submitted the action was dismissed, and the Union's right to certain matters held inviolate.

In a circular letter to the membership President Brady then advised the members they were within their rights in refusing to render service to publications which were unfair to our members and who supported the Gill Company in blacklisting them from employment.

On April 8, 1914, the Gill Company instituted



Theo. Attworth
Nov. 1894 - 95 - & 97



Donald L. Fraser
1896



Thos. Kelly
Sept. - Dec. 1897



Patrick Fagan
1898 - 99



Edw. J. Shelly
1900-01-02



Arsham Andonian
1903 & 06



Otto Metz
1904 - 05



Wm. Zehr
1907-08



John Taggart
1909



James H. Gibson
1910



Peter J. Brady
1911-12 - 13 - 14 - 15



Edward J. Volz
1916 - 17 - 18 - 19

1894 Presidents 1919
of the N.Y. Photo Engravers Union No. 1 I.P.E.U.

suit for \$50,000 damages in a court of equity, the Federal Court for the Southern District of New York. Immediate injunction was asked for and denied by Judge Hough who in rendering his opinion May 4, 1914, said that the object of the Union was for getting more, better, and easier paid work for its membership, which was laudable.

Court actions brought against the Allied Trades entailed considerable expense, and though the other unions in the printing industry were involved, the burden of paying counsel fees and other expenses was shifted upon the shoulders of the Photo-Engravers, who paid the bill.

The Gill Company and No. 1 proceeded to make peace, an agreement was signed July 9, 1914, by the said company, the I. P. E. U. officers and the local representatives.

Today, after the long years of differences existing between the Gill Company and the Union, caused in a measure by stubbornness on the part of each of the contending parties, a most harmonious condition exists, our contractual relations are very friendly and mutually beneficial. The old sores have healed clean.

The happy and healthy condition which was the outgrowth of the amalgamation of No. 1 and No. 23 did not last for many years, due to another form of fractional strife which broke out within our ranks, and which threatened for a time to be even more disastrous in its consequences than any previous trouble. It seemed for a time that what had given promise of being, and is today, a militant, aggressive, and progressive organization would be completely disrupted.

The member who was not identified with No. 1 at this period can hardly appreciate the difficulties experienced in the effort to maintain our organization intact. Ties of friendship that had stood the test of years were broken asunder, the lay member hardly knew whom to turn to in his despair. Accusations were hurled across the floor in meetings of committee and Union. Our finances were said to be in a deplorable condition. Union records such as remain of this period of factional strife bear mute evidence to the fierceness and bitterness of the battle that was being waged with its resultant stultification on the progress of the Union.

Despite the factional strife which existed the Union succeeded in rendering working hours from 49 to 48 during Harry Gibson's term as president, in 1910.

Meetings under these conditions which lasted a number of years were extremely turbulent; admin-

istrations in part were rapidly changed from one faction to another, until the unseen hand that guides the destinies of man in all things, finally installed an engineer in the cab, his hand on the throttle, with undaunted courage and spirit as his stoker, he drove the train of the Photo-Engravers' Union over the shaky ties of time on the roadbed of a unified membership, to harmony and success. This man was Peter J. Brady, an organizer of the rarest quality, to whose foresight is due much of the present standing of our organization. After serving the Union in many capacities he was elected President in 1911 and served five terms.

Donald Frazer was elected Business Agent in the same year in which capacity he served during 1911-12, being followed by the present incumbent, Wm. Doerr.

In 1905 No. 1 engaged in a bowling contest with the Philadelphia local. The first series of games was rolled in this city, a week later the return series was rolled in Philadelphia. The bowlers of No. 1 were successful in winning every series rolled—single, 2 men, 3 men and 5 men, in each city.

In 1908 the convention of the I. P. E. U. of N. A. was held in New York City, the meeting convened in the Ricconda Hotel, Brighton Beach, Coney Island. The arrangements for this convention under the chairmanship of James H. Gibson were carried out in a manner characteristic of New York and we were in turn honored by the delegates in their selection of a member of No. 1—Peter J. Brady—to a place on the Council of the I. P. E. U. Brady held office on the Council as 3rd, 2nd and 1st Vice-President for ten years, until the convention of 1918.

Otto Bartels was selected Financial Secretary of the Union in 1907, a position which he has held since that time; his service has covered approximately one half the life of our organization since the date of charter, November, 1894.

Cost-finding systems were first discussed in open meetings in March, 1912. The matter was referred to the Executive Board for investigation, and later a recommendation was made that the Union membership be summoned to a special meeting September 22, 1912, in lieu of a \$5.00 fine, to consider ways and means of combatting cost systems, which were being installed throughout the city in such a manner as to arouse the resentment of the members. The purpose of these systems was looked upon with suspicion by our members, who felt that "speeding up" and the playing of one member against the other by means of marks of identification was the object sought,



Geo. W. Dunn
1897 - 1905



Chas. S. Walls
1906-1907



Arsham Andonian
1908 - 1910



Donald L. Fraser
1911-1912



Wm. Doerr
1913 -

Business Agents
of the N.Y. Photo-Engravers Union No.1 I.P.E.U.

and if allowed to continue would result in an inferior quality of work and workmen. The Executive Board in December, 1912, advised the following action; that inasmuch as the New York Photo-Engravers' League had declined to further meet with a union committee in conference relative to this matter, all members were advised after date of January 1, 1913, not to affix their clock numbers, name or any mark of identification to time slips which would reveal the worker's identity.

The Union was never opposed to a real sincere effort to determine the cost of production and was on record and ready at all times to assist employers in this connection, but the Union officers could not, and would not, consent to a system installed which undoubtedly would have proven detrimental to the individual member, and in time to the industry.

By action of the convention of 1918, the International Union early in 1919, engaged the services of Perley Morse & Company, certified accountants of New York City to conduct a survey into the photo-engraving industry for the purpose of devising a cost-finding system which would bring about the desired result, and meet with the approval of the members. The New York Union through President Volz took an active part in assisting in this investigation. This cost-finding system which met with the approval of the St. Louis convention is being considered by the employers at this time.

At different periods we have been confronted with movements such as the Color League, to which all members employed in the production of color work were invited to affiliate. To further their movement the color workers held two banquets, the first was held in the Continental Hotel, New York City, 1911, and in 1912 the affair was celebrated at "Raubs" in Brooklyn.

Meetings were held regularly and received with suspicion by the great majority of the rest of the members, who felt that all engaged in the production of photo-engraving should be on an equal basis and accorded every opportunity in their different branches as progress was made, and that no particular part of the trade should be under the supervision of a group of members. The will of the majority prevailed and in 1916, all branches of the trade were placed on an equal basis and for the first time. Sid Smith and Don Frazer were instrumental in forestalling a previous attempt to organize the color workers in a distinct and separate movement.

In 1913 several meetings of the proofers were held to consider the advisability of admitting to

membership in the Photo-Engravers' Union, power pressmen employed in photo-engravers' establishments as color proofers. The hand pressmen rejected the proposition and this matter hung fire for several years; it was finally disposed of in October, 1919, when forty-four power pressmen who had been employed in photo-engraving shops the requisite length of time were admitted to membership. This was undoubtedly a move in the right direction as these men, though members of another organization were directly employed at a "branch of photo-engraving," over which the I. P. E. U. had jurisdiction, recognized by the I. P. P. and A. U., and the A. F. of L. That avenue of access is now safely guarded against further encroachment, and the power pressmen admitted to our Union are accorded all privileges and benefits of the organization.

The famous "Booster Outings" in which the New Yorkers joined in the years from 1910 to 1915 inclusive also deserve attention as they were the means of bringing the membership together in social intercourse and were especially beneficial to the New York Union and did much to allay factional unrest in that Local.

The following Locals were visited by the "Boosters": Buffalo, including Niagara Falls, Detroit, including again the Falls, Boston, Philadelphia including Atlantic City, Providence and Rochester including the Thousand Islands. The members returned from all these trips deeply appreciative of the reception they had received and preparations made by the sister Locals visited to entertain them. The Philadelphia members joined New York in all these trips.

E. J. Volz was manager of the New York end of all these "Booster" outings and proved himself a past master in conducting them. An idea of the arrangements for these affairs may be had when it is recalled that the Detroit trip which covered five days and included a visit to Niagara Falls, was made for \$31.50, which included all expenses; railroad and steamship fare, state rooms, hotel accommodations, all meals and refreshments and all side trips.

It was during this trip to Detroit that Booster Volz was presented by the Boys with a beautifully inscribed gold watch in appreciation of his efforts.

An "Old Timers" Beef Steak Dinner was held at Kalils, No. 41 Park Place, April 26, 1913. This affair brought together so many of the "old boys" that an attempt to record them in this article would probably disclose the membership enrolled in 1894. P. J. Brady was master of cere-



Peter J. Brady
X-President & Prominent Member
of the
New York Photo-Engravers Union No. 1

J.P.E.U. 25

monies, and introduced as speakers Matthew Woll and Louis Schwarz of the I. P. E. U., and several men prominent in the city civic life. George Doran was chairman of the committee of arrangements; entertainment was provided by the "White Rats" Actors' Union, and several pseudo Carusos from the shops.

In 1915 the Local Union realizing that the rotary photo-gravure and photo offset process as perfected was capable of great development, and would make great inroads into the photo-engraving field to the detriment of the members, unless more of them became interested in these new processes of reproduction, set in motion a plan whereby the future of the photo-engravers would be safeguarded in these new photo-mechanical processes. Edward J. Volz, at that time Vice-President, and Amos H. Spaulding, one of our best technical workers were selected as a committee to make the necessary survey to determine the extent of the inroads made and the possibilities of these processes. After an exhaustive investigation covering a period of several months our members were fully enlightened in detail relative to these processes, by lectures and through the medium of enlarged photographs, charts, and stereopticon slides and by the publishing of several pamphlets on the subjects.

About the same time steps were taken to organize those employed at the gravure process, this action was met by opposition from some of these workers who formed a separate and independent union of gravure workers and made application to the American Federation of Labor for a charter. Their request was denied, and on April 10, 1916, the jurisdiction of the International Photo-Engravers' Union over all gravure work was fully reaffirmed. The work of organizing was continued with the result that at this time this branch of the industry is organized one hundred per cent in New York City and our Union has complete control over the gravure process.

The first agreement covering gravure was entered into with the Publishers' Association and became effective on July 31, 1916. The first agreement with the Employing Gravure Printers (commercial shops) which embraced all shops, was entered into and went into effect on August 1, 1919. This was for a period of four months. A new agreement was entered into on December 1, 1919, and provides for the same hours, wage scale and general condition as prevail in photo-engraving shops.

Number One is entitled to the lion's share of honors for the awakening of the photo-engravers

of the country to the possibilities of the intaglio process and the dangers confronting them unless it was properly controlled and regulated. Money in no small amount was freely spent to carry on this survey and campaign, and sister locals can, and do attest to this statement as they were given unstintingly of the information gained by the investigation of No. 1, through the booklets published and the medium of illustrated lectures in the cities of Boston and Philadelphia by Amos Spaulding and in Buffalo, Cleveland, Detroit, Chicago, St. Louis, Kansas City, Indianapolis, Columbus, Cincinnati and Pittsburgh, by E. J. Volz.

Our jurisdiction over offset and lithographic workers was recognized by the A. F. of L. in July, 1916.

The years 1914 and 1915 were serious ones in the history of our Union; many times during this period we were confronted with an out of work membership from 50 to 100. Members working were assessed a regular amount weekly and in addition one-third of all overtime worked. A fund was created out of which benefits were paid to all journeymen and apprentices unemployed. This condition was brought about in a great measure by the period of reaction due to the war raging amongst the nations of Europe.

In 1916 after having served four years as vice-president, E. J. Volz assumed office of president and shortly thereafter the Union entered into agreement with the Photo-Engravers' Board of Trade, comprising the now famous clause No. 10, the object of which was to establish the industry on a better basis by eliminating trade abuses.

The Board of Trade adopted a standard selling scale and shortly after its inauguration in attempting to enforce it they were involved in a court action (April, 1917), the result of an indictment procured through the activities of various publishers associations in an endeavor to prosecute the Employing Photo-Engravers for violation of a section of the Business Laws of New York State known as the Donnelly Act or Anti-Trust Law. While this matter was pending the Union was involved by an injunction procured by the Powers Engraving Company, enjoining the Union as a party to an alleged conspiracy to destroy that concern. The Union was also served with papers informing it that from the same source a suit for \$500,000 had been instituted to recover damages for alleged grievances that had proven detrimental to the progress and welfare of the Powers Engraving Company.

Our members with the exception of a small



John P. Flynn Rec. Sec'y



Edw. F. White Treas.



Otto Bartels Fin. Sec'y



R. F. Lee Asst. Fin. Sec'y



Fred'k E. Katsch 1st Vice Pres



Edward J. Volz
PRESIDENT



John Taggart 2nd Vice Pres.



Jacob A. Kroell
SERGT AT ARMS



W. Doerr Bus. Agent



A. L. Armitage Corr. Sec'y



Chauncy DeNiKe
ASST. SERGT AT ARMS



Fred Scheid Ex. Bd.



Edw. Fischer Ex. Bd.



T. Mc'Dermott Ex. Bd.



M. Nicholson Ex. Bd.



Ben Hines Ex. Bd.

percentage of those employed by that corporation, immediately and individually resigned their positions without the slightest pressure from the Union officials, feeling that they could not consistently continue to render service to a concern that had obtained an injunction designed to operate to the disadvantage of the Union and further, had instituted court action for half a million dollars in the suit for damages.

This attitude assumed by our members working for the Powers Companies was greatly instrumental in bringing about a settlement of the issues involved, and an agreement was reached whereby a release from the injunction and suit for damages alleged was procured by the Union.

This affair demonstrated beyond a shadow of doubt the solidarity of our organization and such a magnificent devotion to the cause by our members employed in the three Powers Companies was recognized by the Union in a fitting manner. Each man was reimbursed his full weekly salary until again employed, and by action of the 1917 International convention each was the recipient of a complimentary and appreciative letter from the International Union commending him for his action.

On the eighth day of February, 1918, a decision was handed down by Justice Mulqueen, dismissing indictments against members of the Board of Trade, wherein he says, photo-engraving is not a commodity in common use, but on the contrary is rather an art or process. The court extended credit to the Photo-Engravers' Union, and the employers for raising the industry from a chaotic condition to a plane high enough to warrant it being attractive to the employer and employe alike. The learned jurist rendered his now famous decision only after a careful personal survey of the photo-engraving industry. He visited several shops in the city in order that he may be guided by a personal observation of the art of photo-engraving, which some, because of ulterior motives, would designate as a commodity in common use.

An appeal was taken from Judge Mulqueen's decision and carried to the Appellate Court where the decision was upheld in December, 1919.

In the early part of the year 1918 (immediately after the rendering of Judge Mulqueen's decision), the Union on recommendation of its officers and for the protection of its members and the industry in general, initiated a new departure by determining to take into its own hands the matter of regulating the price at which the services of its members was to be sold, through the adoption and

enforcements of a minimum selling price. This was necessary as the standard scale adopted by the employers was being generally disregarded.

The task of formulating a selling price in equity to all concerned, the publisher, printer and other users of photo-engravings as well as the photo-engraver, consumed the best part of many days and nights, covering a period of investigation and research of over six months and a "Minimum Selling Base" for photo-engravings was adopted at a regular meeting of the Union on Sunday, September 18, 1918, and placed in operation November 1, 1918.

One year has passed since this radically progressive step was initiated and today we find the photo-engraving industry in New York City on a firmer basis than ever before in the history of our Union.

Enforcement of the minimum selling base was left in the hands of a committee composed of President E. J. Volz, Business Agent, William Doerr and Vice-President Frederick E. Katsch, who have not hesitated to withdraw and withhold, the service of members employed in shops whose product was being sold at a price less than the cost of production and detrimental to the welfare of the industry. Every time the Union committee was compelled to resort to such measures, the men returned to work with the understanding that the employer would pay for all time lost, which was in each case for a period of from one to three or more days.

In May, 1916, action was taken to raise a "Special Defense Fund" of \$50,000 by the levying of a small monthly assessment and recently the desired amount was complete.

Commencing December 1st, 1916, the hours for night workers in commercial shops were reduced from 48 to 42 and both Saturday and Sunday nights eliminated as working nights.

President Volz on Friday, December 28, 1918, appeared before a sub-committee of the War Labor Board and pleaded the case of our members employed on newspapers, with the result that although bitterly opposed by the newspaper publishers association, whose most skillful representatives presented argument against the case of the men. President Volz and the Union had supreme satisfaction several weeks later in a notification from the War Labor Board that the newspaper men had been awarded an increase of \$6.00 weekly over the then existing scale of \$33 per week for day workers and \$36 for night workers from the date of November 20, 1918. This decision was appealed by the Newspaper Pub-



Charles Tilander



William H. Adams
CHAIRMAN



John Forman

AUDITING COMMITTEE



Edward Taubenspeck



George Seigmund



Henry Merschrod



William Strunning



Andrew Franssen
CHAIRMAN



William Habel
SECRETARY



Julius Wiesner



Fredk Gabel



Herbert Breeden



Frank Lappin

INVESTIGATING COMMITTEE



HONOR ROLL

of members of
New York Photo Engravers Union No. 1
who served their Country
during the Great World War

ADDISON, GEORGE B.
ALBOHN, JOHN CHARLES
ALMGREN, ARTHUR C.
AMBEAR, ALFRED
*AMMON, TOBIAS
ARBEITER, WILLIAM H.
ARKETT, ALLEN
ARMBRUSTER, THEO.
ARMFIELD, GEO. R.
ARMSTRONG JAMES H.
ARNOLD, JOHN JOSEPH
BACHOFEN, AUGUST M.
BARAN, EMLYN JAMES
BARRETT, WILLIAM
BARTELS, EHRRICH F.
BARTELS, WERNER
BARTSCH, WILLIAM
BAUM, CARL WALTER
BAUNACH, GEORGE
BEEHLER, JOHN
BEEHLER, PHILIP, JR.
BEISLER, CHARLES
BENNETT, RAYMOND
BERCH, ISAAC
BETZEL, HENRY F.
BICKERTON, BENJ. F., JR.
BLACOE, ROBERT E.
BLICK, JOHN
BODOSSIAN, JOHN
BOEHM, HARRY E.
BOGOSIAN, CHARLES
BOHLINGER, EDMUND
BOLLHOEFER, WILLIAM C.
BOO, JACOB
BOSSARDET, JACOB

BOURGES, FERNAND A.
BOYAJIAN, APKAR
BOURINGON, LOUIS
BRENNAN, THOMAS H.
BRENNER, JOHN J.
BRINSTER, FRANK
BROCKWAY, CLIFFORD H.
BROWN, EDWARD B.
BROWN, WILLIAM F.
BRUNNER, WILLIAM C.
BUCKELEW, HAROLD N.
BURKE, DENNIS
BURKE, PERCY W.
BURKLE, PHILIP
BURKLY, FRED
BUSCH, CHARLES
CANGIANO, SALVADOR
CARMODY, ARTHUR F.
CARRENO, LOUIS J.
CARNEY, EDW.
CARRENO, LOUIS
CASLIN, MICHAEL I.
CAVALERO, GEORGE
CAVANAUGH, PATRICK
CHANKALIAN, EDWARD
CHANKALIAN, JAMES
CHEBOOKIAN, HARRY G.
CHETEJIAN, HAIK L.
CHOOHAJIAN, THOMAS
*COHENDET, LOUIS C.
COMISKEY, JAMES JOHN
CONROY, BART.
COSTELLO, THOS.
COX, FRANK

CRAVEN, JAMES A.
CRAVEN, LAWRENCE F.
CROST, WILLIAM
DALLY, CLARENCE M.
DAUBENBIS, RENE
DEMAREST, NELSON
DEMIRJIAN, FRED H.
DENGLER, GEORGE CHAS.
DE NIKE, ROBT.
DERDIARIAN, MESROB
DERMENJIAN, ARSHAG
DILFER, HENRY
DITTICK, EDWARD S.
DITTMER, GEORGE
DIXON, JOS. C.
DODGE, JOSEPH
DOHERTY, WILLIAM H.
DONALDSON, THOMAS S.
DONDERO, PAUL
DORN, JOS.
DOYLE, JOHN
DRIVER, LOUIS
DUERNBERGER, WILLIAM T.
DUFFY, EDWARD JOSEPH
DUFFY, GEORGE FRANCIS
EDELHAUSER, CHARLES
ELLUM, HERBERT C.
EDWARDSSEN, OLE
EMMERICH, LAWRENCE
ERNST, LOUIS PHILIP
FINCH, HAROLD
FINESTONE, IRVING
FINN, THOMAS
FISHBEIN, IRVING

FISCHER, HENRY
 FITZGERALD, JOHN R.
 FLYNN, JOSEPH J.
 FOGARTY, GEORGE J.
 FORKEL, HERMAN
 FRIEDMAN, RALPH
 GADOMSEY, ANTHONY
 GALLOWAY, JOHN
 GARLICK, STEPHEN W.
 GAUL, HENRY A.
 GAWLIK, WILLIAM H.
 GIBSON, JAMES HARRY
 GLUCHOWSKI, ALEX.
 GOEBEL, JOSEPH J.
 GOLD, ARCHIBALD
 GOULD, LAWRENCE
 GRIFFIN, ARCHIBALD W.
 GROSSMAN, CHARLES
 HAAG, EDWARD WILLIAM
 HAAG, JOSEPH F.
 HALSTEAD, HENRY W.
 HANNE, ROBERT
 *HARPER, MILFORD R.
 HARPER, ROLAND H.
 HARPER, WILLIAM J.
 HARTWICH, FRED AUGUST
 HASSARD, CLARENCE E.
 HAYMAN, ROBERT
 HEIL, WILLIAM S.
 HEMPSTEAD, FRANK
 HENNESSY, JOSEPH W.
 HENRY, JOSEPH
 HERSKOWITZ, BENJAMIN
 HERMES, LOUIS
 HIGGINS, JOHN T.
 HESSELBACH, JOHN A.
 HILL, JOHN MORTIMER
 HILTON, THOMAS
 HOFFMAN, WILLIAM
 HOLDEN, FRANK
 HOPKINS, W. P.
 HORN, GEORGE
 HUGHES, LLEWELLYN
 HUNTER, WALTER
 ICNATIOS, KARNIG
 JESBERGER, NICHOLAS
 JIRINEC, ALBERT
 JOHNSON, SHERMAN E.
 JONES, JOHN C.
 JUNGEMAN, WM.
 KALEB, JOSEPH
 KANE, JOHN J.
 KARAGOOSIAN, CHAS.
 KATZ, CHARLES
 KAUFMANN, GUSTAVE F.
 KEBALEJIAN, JOHN
 KEISER, JULIUS
 KELSER, JULIUS G.
 KELLY, ANTHONY J.
 KENT, ALFRED F.
 KIEFER, AUGUST H.
 KLEIN, LOUIS, JR.
 KLEIN, PAUL
 KLINE, HARRY
 KOCH, JOHN
 KOOP, CHESTER G.

KOPPEL, SIDNEY
 KUNZ, PETER E.
 LAIRD, TH.
 LAMB, OWEN ANDREW
 LAMPE, JAMES H.
 LANDIERO, NICHOLAS
 LANGGUTH, PHILIP
 LARSON, OSCAR
 LAVEZOLI, CHARLIE P.
 LAYER, JOSEPH P.
 LINK, JUSTUS A.
 LIPTER, FRED
 LITZKO, WALTER E.
 LOGAN, JAMES
 LOPAZ, FRANK
 LOVE, EDWARD JOSEPH
 LUXEMBURG, FELIX W.
 LYNCH, EDWARD
 MACAULAY, RICHARD J.
 MACHER, HARRY
 MAGNUSEN, ANDREW
 MANGHISI, ANDREW T.
 MARACINE, GEO.
 MARKARIAN, HAIG
 MATTHAI, LOUIS
 McARTHUR, ROLAND
 MCGINN, DAN J.
 McKEW, THOMAS
 McNAMARA, ALBERT W.
 McNIFF, JAMES
 MECHMANN, CHARLES
 MEIER, ROBERT, JR.
 MERTZ, ROBERT
 MERZ, LOUIS
 METTLER, EDWARD
 MEYER, FRED
 MIKALIAN, MICHAEL
 MILAN, JOSEPH
 MILES, BENJAMIN
 MILLER, CHARLES W.
 MILLER, FREDERICK W.
 MINET, RICHARD A.
 MINOGUE, JAMES
 MITSON, ORTON H.
 MIZRAKJIAN, CHARLES
 MOCK, PETER
 MOLL, JOSEPH
 MOLT, ALBERT
 MORGAN, WALTER A.
 MOTSCHENBACHER, H. S.
 MUELLER, EDWARD, JR.
 MURRAY, EDW. J.
 NATHAN, LOUIS
 NATHAN, MAURICE
 NEUNZIG, FREDERICK
 NIGOSIAN, BERL.
 NOBILE, STEPHEN
 NUSSBAUM, PETER
 O'BRIEN, JOHN J.
 O'BRIEN, THOMAS J.
 O'DONNELL, MICHAEL
 ORCHAMIAN MASIB
 PARSEGHAN, EDWARD G.
 PAULSON, ANDREW J.
 PAYNE, GEORGE A.
 PEPPER, WALTER

PERSSON, JOSEPH
 PHILLIPS, JOHN
 *PILGER, HENRY
 PINE, EDWARD
 PLAUT, REUBEN
 POWER, JAMES A.
 RAU, GEORGE A.
 REARDON, JAMES
 REICHENBACH, GEORGE
 REILLY, FRANK THOMAS
 RICKARD, ROBERT
 RIETH, CHRISTIAN
 RINGSTON, C., JR.
 ROBERTS, FRANK
 ROCKER, JOHN
 ROGAN, JOHN
 ROLFE, ARTHUR
 ROSE, HERMANN, JR.
 ROTCHFORD, HARRY
 SACHT, ARTHUR
 SANDERS, ERNEST C.
 SANGER, ERNEST, JR.
 SATTLER, EDWARD
 SCHAREN, FERDINAND
 *SCHLEGEL, FRANK
 SCHLICKER, HOWARD
 SCHLICHT, PAUL
 SCHLOEMER, CONRAD
 SCHMIDT, EMIL
 SCHMIDT, JOE
 SCHNEIDER, EDWARD
 *SCHNEIDER, GEO. EDW.
 SCHOENBACHLER, C. GEO.
 SCHOENFELD, ERNEST P.
 SCHOTANUS, CHAS.
 SCHULTZ, CHARLES
 SCHURMANN, EDW.
 SEIDE, WILLIAM
 SESSA, G. ANTHONY
 SESSA, CHARLES M.
 *SEYDEL, FRANK A.
 SHAFFER, ALEXANDER E.
 SHAMPAIN, LEO. M.
 SINCLAIR, WM. J., JR.
 SLAGEN, FRANK
 SLATER, FRANK
 SMILEY, MAURICE
 SMITH, DAVE
 SMITH, GEORGE F.
 SNYDER, HAROLD H.
 SNYDER, WM. H.
 SPEICHER, LEONARD
 STEGER, HENRY
 STUKE, ADOLPH HENRY
 STURM, HENRY
 SWENSON, ERIC
 TAUBENSPECK, FRED
 TELCHOW, CHAS.
 TEXOON, HARRY
 TILLIE, WILLIAM
 TOPILIAN, AARAN
 TORASIAN, ARAM
 VAN DUZER, EDWIN T.
 VAN DUZER, WM. C.

VOELKER, ALBERT C.
 VOGGI, JOHN
 VONDERHORST, WM.
 VORNLOCKER, GEO.
 WALLACE, CARLTON
 WALSH, JOHN
 WARD, HARRY W.
 WARD, JAMES J.
 WELZ, WILLIAM
 *WEND, WILLIAM
 WEPPLER, GEORGE
 WEPPLER, JOHN B.
 WHEELER, FRANK OTTO
 WHITE, HENRY
 WIEBALK, CHARLES JOHN
 WIEBE, FRANK J.
 WIGHT, WILLIAM
 WILMOT, ANDREW
 WINKLER, FRED.
 WINERROTH, EMIL C.
 WISNOFSKY, EMIL J.
 YAZIGG, GEORGE
 YOUNG, IRVING W.
 YUTTE, HENRY
 ZAHNER, M. WILLIAM
 ZAPP, HERMAN
 ZIEFLE, HENRY C.
 ZOELLER, MICHAEL G.

*Killed or died in service

lishers and the War Labor Board reaffirmed its previous decision in April, 1919, and the newspaper photo-engravers were recipients a few days later of back pay according to the award of amounts which in many instances was in excess of \$100.00.

On January 1, 1919, all commercial shop members received an increase of \$3.00 weekly. Both these increases to newspaper and commercial men working under separate agreement were obtained without resort to the breaking of agreements with our employers, which were in existence. The agreement with commercial houses in operation from December 1, 1916, expired a few weeks ago and the new agreement entered into on that date increased the wage scale from \$30.00 to \$44.00 for day workers and from \$35 to \$49 for night workers, and reduced the hours of work from 48 to 44 hours per week for day workers, and from 42 to 40 hours for night workers; it further provided for a 10 per cent general increase to all members irrespective of salary. This agreement is further evidence that the Photo-Engravers' Union No. 1, is one of the most progressive labor organizations in the country. The printing industry of this city has recently been convulsed in an upheaval, due to the demands of certain organizations in an effort to obtain the 44 hours week for their members, but this Union has achieved the shorter hour week without resorting to the strike weapon. (These new conditions and wage scales also apply to all gravure shops.)

In the spring and summer of 1919 the Board of Health, New York City, under supervision of Commissioner Dr. R. S. Copeland, conducted an exhaustive physical examination of the employes of photo-engraving establishments at the instigation of Photo-Engravers' Union No. 1. The idea being to determine whether men employed at different branches of the trade were subject to particular kinds of disability or ailments which the use of chemicals, acids, inks, etc., may produce. Inspectors and doctors also examined and investigated sanitary conditions of the shops with a view to improving ventilation of dark rooms, etching rooms, and in fact creating better, cleaner and more healthful workrooms for the employe. Later in the year every man examined received by mail from the Board of Health a statement of his physical condition at the time of examination, advising him of his particular ailment. This procedure marks a new departure in the progress of the labor union movement and demonstrates that Photo-Engravers' Union No. 1 is alert at all times, to

take advantage of public agencies in an effort to procure better working conditions, and through them safeguard the well being of its members.

Meetings called for the purpose of determining the cost finding system were the inspiration which led to the inauguration of the meeting which is held annually in a City high school auditorium, the third Sunday of January. Attendance is compulsory to the individual member under penalty of a five dollar fine, and many perplexing questions have been solved by the membership at these meetings. Men high in the councils of State and Nation have been privileged to address the annual meetings and on each occasion they have been profuse in complimentary remarks regarding the procedure, conduct and thorough businesslike atmosphere surrounding these sessions.

The record of our members during the progress of the great war since the date America entered the lists as a combatant is one to which we can point with great pride; more than 300 journeymen and apprentices, or about 20 per cent of the members were clothed in the uniform of Uncle Sam on land, and sea. Eight members paid the supreme sacrifice and many were wounded in action. The different drives, Liberty Bonds, Red Cross, etc., were supported in a measure that compelled recognition by the authorities as second to none among labor unions throughout the length and breadth of the country.

In December, 1919, per capita tax was paid to our International Union for 1,751 members, demonstrating our remarkable growth as an organization. This will be better appreciated when it is known that this number comprises practically every competent photo-engraver in this locality.

A quarter century of time has elapsed since the inception of Photo-Engravers' Union No. 1, 1894, and many and varied events have passed into history, times of great sacrifice have been experienced, and through them all our organization has ridden to success. And now it is to the younger element with a sprinkling of older and more mature minds that we must depend upon facing the future; a future which no man can foretell, but with a realization born of actual experiences of the past, it is not too much to assume that those upon whose shoulders will rest the burden of responsibility, backed by the solid support of the general membership we will weather the rough seas of Time and continue our magnificent and glorious movement in the forefront of organized labor. Our maxim—"Build your house on solid rock, all other ground is sinking sand."



William Wend



Frank E. Seydel



Milford R. Harper



Tobias Amnon



Rejoice for them, rejoice;
 They made the nobler choice.
 How shall we honor their
 deed—
 How speak our praise of this
 immortal breed?
 Only by living nobly as they
 died—
 Toiling for Truth denied,
 Loyal to something bigger
 than we are—
 Something that swings the
 spirit to a star



Henry Pilger



Louis Cohendet



George E. Schneider



Frank Schlegel

Members of the N.Y. Photo-Engravers Union No.1 I.P.E.U.
 Who made the supreme sacrifice in the Great World War.

We should ever be grateful to the pioneers for their fortitude, devotion, and courage, in sticking to the task of creating the Photo-Engravers' Union and the heritage they have handed down to the members of today. Some whose names are affixed to the original charters have since passed into the great beyond; to their memory and to those who are still in the ranks of the living we extend our heartfelt and sincere thanks.

To those who have conducted the affairs of Photo-Engravers' Union No. 1 at various times in official capacity during the past years, we extend greetings of an appreciative membership in 1919.

Following are the names of men who have been honored by their brother members, in being called upon to lead the Photo-Engravers' Union No. 1, during the past twenty-five years, as Presidents and Business Agents, in order of service.

PRESIDENTS:

THEODORE ATTWORTH
November, 1894, January 1, 1896

DONALD FRASER, 1896

THEODORE ATTWORTH, 1897
Resigned

THOMAS KELLY, 1897
Filled in unexpired term

PATRICK FAGAN, 1898-99

EDWARD SHELLY, 1900-01-02

ARSHAM ANDONIAN, 1903

OTTO METZ, 1904-05

ARSHAM ANDONIAN, 1906

WILLIAM ZEHR, 1907-08

JOHN TAGGART, 1909

HARRY GIBSON, 1910

PETER J. BRADY, 1911-12-13-14-15

EDWARD J. VOLZ, 1916-17-18-19
And elected to serve in 1920

BUSINESS AGENTS:

GEORGE W. DUNN, 1896
To December 31, 1905

CHARLES WALLS, 1906-07

ARSHAM ANDONIAN, 1908-9-10

DONALD FRASER, 1911-12

WILLIAM DOERR, 1913-14-15-16-17-18-19
And elected to serve in 1920

At the time of amalgamation, 1904, Messrs. Dunn and Walls representing respectively No. 1 and No. 23 Unions, acted as co-business agents for a period of sixty days.

The Union met regularly at various times in the following places:

Backhausen's Hall, No. 243 Bowery; Mrs. Wilzeg's Hall, No. 85 East 4th Street; Walther's Hall, 74 East 4th Street; Arlington Hall, St. Mark's Place; Bethoven Hall, 210 East 5th Street and our present assembly room in the World Building.

Our first business office was maintained at 13 New Chambers Street, and moved successively to No. 1 Beekman Street, 1st floor, then the same building to the top floor; from No. 1 Beekman Street to 804 Morton Building, 116 Nassau Street, then to the World Building, room 528 and later to the present suite, 502.

The Union held picnics at Sulzer's Harlem River Park, Feltman's, Coney Island; Iron Pier, Coney Island; Rigewood Park, L. I., and the Annual Balls have been celebrated at Clarendon Hall, Webster Hall, Arlington Hall, Teutonia Hall, Palm Garden and the last four at Central Opera House.

It is the sincere desire of the writer that at some future date an effort will be made to write a more comprehensive account of the early days of No. 1, reciting the sacrifices made by men who often contributed a week's salary, and countless nights to perfect an organization. Much of this work was done under the arches of the Brooklyn Bridge, and in enthusiasm of accomplishment, how it was to be done was not thought of; the one object, single in the minds of these men was, it must be done; and it was born, nursed, and nourished, until it grew to be a great factor in the labor movement;—Photo-Engravers' Union No. 1, New York City.



The INTER'L PHOTO-ENGRAVERS UNION of N.A.

By MATTHEW WOLL ~ PRESIDENT



A GOOD CAUSE MAKES A STRONG ARM. THE INTERNATIONAL PHOTO-ENGRAVERS' UNION HAS GROWN AND DEVELOPED AND PROSPERED BECAUSE ITS CAUSE IS JUST.



IN the palmy days of Rome and Greece, when even the wise Aristotle declared slavery to be a "natural" condition, the trade union was not an unknown factor. As Rome extended her conquests, slaves increased in number and the free artisans grew more and firmer allied.

All through the Middle Ages the trade union survived. The barbarian invasions, the wreck of the empire, the contest of rival nationalities never completely swamped it beneath its deluging floods. In England, "Merrie England," the lot of the workers was most often a hard one.

While the church hurled damnation and sulphur, and the State cell and gallows, for such "unlawful" agitation and conspiracies by the workers, still the unions grew constantly in numbers, strength and influence. Whether as clubs, or mutual aid societies, the artisans rallied around them as their only centre of strength.

But the struggle still continues. The downfall of the hereditary crown and baron and privileged gentry was but the shedding of the outer garment. The power once incarnate in the pontiff, then divided among crowned heads, and finally spread out to parliamentary legislation, was still militant. The conflict is but transferred to other fields. The religious and political battlefields are today flowering meadows, but the spirit which trod them with warring hoofs, now benignly smiles over the ledgers of the countingrooms.

In the economic struggle of the ages lords and nobles have lost their gold lace and velvet; they still survive to a large degree as economic and

financial lords of the means of life and the trade union cannot yet draw in its advance guard of pickets. Indeed, the very fact that trade unions exist in greater numbers than ever and are manifesting increasing activity, is evidence that inequitable economic conditions still exist.

Whether conscious or unconscious, this is the spirit and impulse which gave birth and growth and strength, power and influence to the International Photo-Engravers' Union of North America. This has been the natural channel through which the protest of the photo-engravers was first heard and is the barometrical indicator of its strength and validity.

The International Photo-Engravers' Union of North America was not created by design or any pre-conceived plan. It is not the product of any one man or set of men. It has come into existence gradually, hastened only by the bitter experiences and evil consequences suffered by unorganized craftsmen in a highly competitive profession and state of society.

The organized movement of the photo-engravers did not grow up spontaneously. Its early growth and development was not spasmodic but sporadic. It suffered many set-backs and encountered many complex and perplexing obstacles.

The photo-engravers first organized under the parentage of the International Typographical Union. Prior to the year of 1897, there were approximately six local unions in the United States. All of them were affiliated with the International Typographical Union.

On October 17, 1897, a local union of photo-engravers was organized in the city of Philadelphia. It started business with forty charter mem-

bers, but refused, however, to affiliate with the International Typographical Union. It proceeded, instead, to work out its own salvation independent of any international union other than one composed entirely of photo-engravers. The Philadelphia Union was strongly in favor of an International Photo-Engravers' Union, and it let no occasion pass by whenever it had an opportunity to preach this gospel to the photo-engravers in other cities.

On July 6, 7 and 8, 1899, there was held in the city of Columbus, Ohio, what was known as the First Annual Conference of the Photo-Engravers' Trade District Union. The main objects for the consideration of that conference, briefly stated, were: the formation of a photo-engravers' trade district union under the jurisdiction of the International Typographical Union; the drawing up of a constitution and by-laws by which such trade district union should be governed; to insist, as far as practical, upon a uniform wage scale throughout the country, and the regulation of the apprentice question. Jas. G. Cain, of New York, was elected chairman of that conference, and Chas. J. Doyle, of Chicago, was elected secretary.

Nineteen local unions of photo-engravers were, at that time, affiliated with the International Typographical Union. This number did not include the Philadelphia Union, which still asserted its independence.

In October, 1900, quite a respectable gathering of delegates from local photo-engravers' unions assembled in New York City for the avowed purpose of launching an International Photo-Engravers' Union. It was there, on October 22, 1900, that the International Photo-Engravers' Union of N. A. was organized. Temporary officers, in the persons of John R. Bevan, of Philadelphia, as President, and W. Palmer Hall, of Washington, as secretary, were elected, and a call was there issued for the first convention of the I. P. E. U. to be held in Philadelphia, on November 29, 1900.

At that convention the following local unions were represented: New York, Baltimore, Boston, Chicago, Philadelphia, St. Louis and Washington. Fifteen delegates were present. The convention lasted two days, sessions being held morning, afternoon and evening, on both of those days. A constitution and by-laws were drafted and adopted, and the following officers were elected: President, John R. Bevan, of Philadelphia; Vice-President, Wm. L. Elliott, of Chicago; Secretary, W. Palmer Hall, of Washington, D. C.,

and Treasurer D. W. C. Cammeyer, of New York.

The International Typographical Union denounced this movement as one of secession from its ranks and steadfastly refused to waive its claims of jurisdictional rights over the photo-engravers of North America. Ultimately, however, realizing that the I. P. E. U. was a bona fide international movement, and was growing rapidly all the time, the International Typographical Union was compelled to abandon its unfriendly attitude, and it withdrew its objections to a charter being issued by the American Federation of Labor. As a consequence, on May 20, 1904, the American Federation of Labor granted a charter to the I. P. E. U.

The birth and growth and development of the International Photo-Engravers' Union may well be likened to the birth and development of the greatest democracy in the world—the great American Republic—the United States of America. Pioneering its way in an undeveloped industrial field, ploughing its course through wilderness, confronted on every hand with pitfalls of every conceivable nature and bound by allegiance to a trade union government, whose principle and attitude conformed in many details to the principles and attitude of Great Britain toward the early colonists, the organized movement of the photo-engravers may well be styled as having been revolutionary in its general characteristics. And like the great American Republic, the International Photo-Engravers' Union, though one of the smallest in number, looms forth in the organized labor world of today as one of the strongest, most efficient, most constructive, most just and fair and progressive trade union movements in America.

Fought by the great International Typographical Union in its inception, the President of the International Photo-Engravers' Union is today, and has for a number of years, been chosen successively and unanimously as the President of the International Allied Printing Trades Association.

Denied entry into the councils of the American Federation of Labor until May 20, 1904, the President of the International Photo-Engravers' Union has been recently elected unanimously by the convention of the American Federation of Labor as one of its Vice-Presidents and one of the Executive Officers of this great American labor movement.

Since the organization of the International Photo-Engravers' Union in 1900, over 7,778 journeymen photo-engravers have been enrolled as members. Some of those members have died



Theodore Greifzu
1ST VICE PRES.



John F. Maguire
2ND VICE PRES.



Mathew Woll
PRESIDENT



Charles Horrocks
3RD VICE PRES.



Henry F. Schmal
SECY.-TREAS.

Executive Council of the
International Photo Engravers Union of N.A.

and others have left the trade to take up different pursuits. At the present time, approximately 5,500 journeyman photo-engravers holding membership I. P. E. U. work cards, are employed in the photo-engraving shops throughout the jurisdiction of the International Union. Approximately ninety-eight per cent of the workmen engaged in the photo-engraving craft in America are members of the I. P. E. U., and over ninety-five per cent of the workshops in the United States and Canada are controlled by the International Union.

The International Photo-Engravers' Union has been a prominent and vital factor in the development of the art and craft of producing photo-engravings. It has secured not only the eight hour work-day, but commencing January 1, 1920, it will have established the forty-four hour work-week for all or nearly all its members. It has regulated the apprentice question, has made for a better workmanship and a more efficient and skilled worker; it has obtained better working conditions for its members; it has brought about sanitary reforms in the workshops; it has successfully negotiated agreements and wage scales wherever its local unions are situated; it has for a number of years past, operated a tuberculosis department, which provides for the care and treatment of its members who may become afflicted with tuberculosis; it provides a suitable funeral benefit at the time of death of a member; it has had in operation for some years a technical and research department for the benefit of its members and with the full development of plans now pending for additional and more extensive trade and welfare departments, it is destined to become an indispensable institution to the art and process of producing photo-engravings. It is freely conceded as being one of the greatest forces in the development of the art and craft itself.

Whatever opinion may be entertained regarding the truth or fallacy of the oft repeated and much less understood statements that "capital and labor are interests diametrically opposed to one another," and that "the gain of one must prove of loss to the other"; the fact is clearly established in the photo-engraving craft that a loss entailed by the employers is a distinctive loss incurred by the employes and that where a gain has been secured by employers, a gain has been obtained by the employes. It is clearly established that the International Photo-Engravers' Union has at all times encouraged the investment of capital in the photo-engraving craft.

The capital, as compared with the labor in-

vested in the photo-engraving craft, is comparatively small. The art and process of producing photo-engravings, like the work of an author, painter or composer, is not a mechanical operation. It is the result of years of painstaking effort and training which demands artistic talent and requires constant individual judgment and discretion of the highest order.

The relation of the photo-engravers to the public generally, and the purchasers of photo-engravings particularly, is one of personal service and not one for the sale of a marketable commodity or article of trade. These are not alone conclusions of law, but are the sound judgment, predicated on actual facts and experiences had since the development of this modern art of producing and reproducing artistic works and designs of all descriptions.

Because the art and process of photo-engraving is a personal and individual service and not the manufacture of a commodity or article of trade, great difficulties have been encountered in properly estimating the value of the service rendered to the producers of designs, illustrations and engravings. These difficulties have been found extremely accentuated because the employer, through whom this service is contracted for, in many instances has little, if any, practical and trained knowledge of the value of the service rendered, or of the actual cost involved.

To remove these difficulties, to adequately compensate the workers for services rendered and to deal equitably and fairly with employers and all who contract for their services through them, the International Photo-Engravers' Union has undertaken to establish a standard guide, founded on the cost of production, operation and administration, by which to estimate the value of the service and determine the price the purchaser of the service of its members should pay in order to prevent a lowering of conditions of work or lessen the wages of its members, to which of right they are entitled, and which are essential to maintain the art and craft on an efficient and high order.

Though early conceived as a movement of opposition and to be repressed on every occasion, the employers of members of the International Union have come to fully realize the fallacy of their original conviction and within the past five years they have come to look upon the International Photo-Engravers' Union as a blessing. While a few years past, the I. P. E. U. was hated and despised and fought against, today the organized labor movement of the photo-engravers is hailed as a saviour of the photo-engrav-

ing craft. No important move is contemplated, much less undertaken, unless the International Photo-Engravers' Union has first been consulted and has approved whatever policy or undertaking is under consideration.

Thus, the International Photo-Engravers' Union of North America is the first trade union which has intelligently, and in an orderly fashion, established firmly the principles of democracy in industry and has practically attained that ideal for which the wage earners of all lands are at present yearning and to which they aspire.

From a mere weakling, oppressed on every side and depressed by every hand, the International Photo-Engravers' Union has struggled and sacrificed to emerge out of a condition of tyranny, misery and destitution into a life of hope, encouragement, decency and comfort. From a frail, fragile and loose combination of wage earners it has developed into one of the strongest, one of the most efficient and one of the most constructive and progressive trade union organizations in the American—aye, the World's labor movement.

The International Photo-Engravers' Union of North America today looks to the Old as predicated on compulsion, to the New as founded on voluntary co-operation. It no longer looks backward for its title deed, but forward to a growing solidarity of mutual interests. Reflecting upon the Old as rooted in militancy and blossoming in enforced direction, it observes the New rooted in peace and budding in mutual concert of aid and action. In its constant moments, it stands arrayed in defense; in its stern realities it sees co-operative solidarity and cries with Bobby Burns:

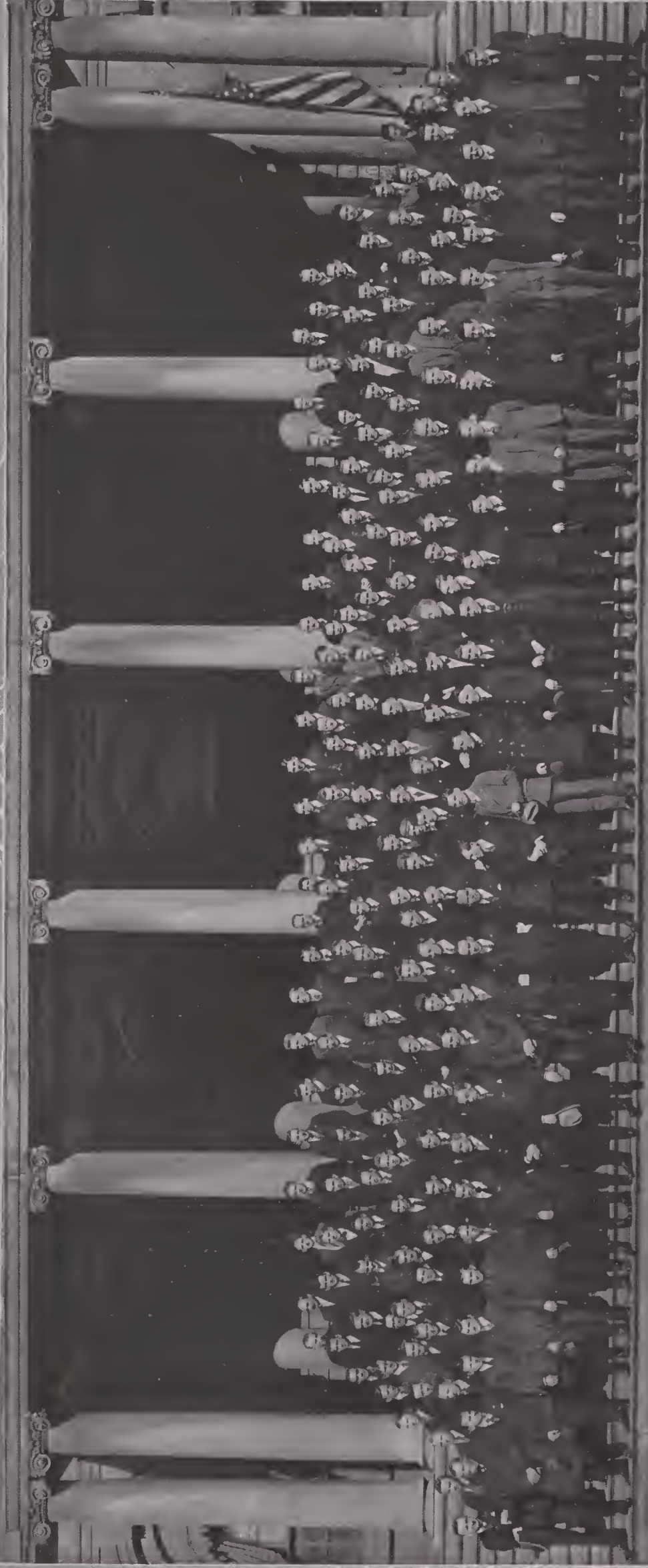
"A fig for those by law protected!
Liberty's a glorious feast!
Courts for cowards were erected,
Churches built to please the priest."

And to these impressive truths it adds:

"Governments for those who need regulation,
Trade unions for the masses who demand protection!"



In 1886. In rear: BOB KIRBY; front row, left to right: EDWARD HERITAGE - EUGENE MENYHART - HOWARD ARTIST - EDWARD TRIPP - GEORGE FREIKNECHT - HARRY WESTCOTT - JOHN CARACASH - CHAS. HANCOCK - WM. DOERR and HARRY TILFORD.

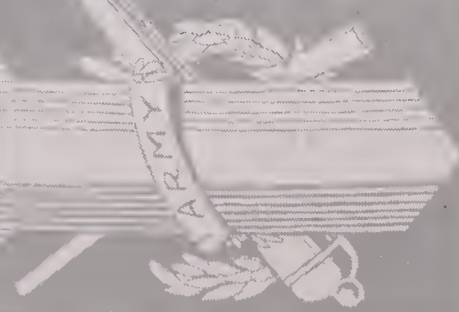
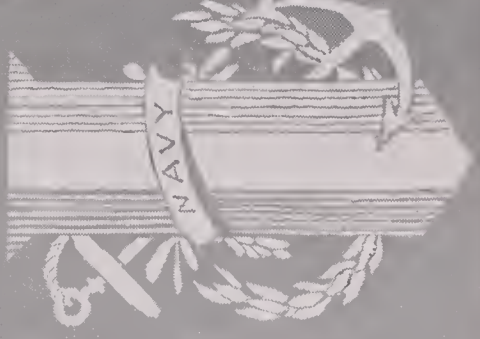


President E. J. Volz and some of the 324 members of New York Photo-Engravers' Union No. 1 who did active military service during the Great World War

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HERE is one choice we cannot make, we are incapable of making; we will not choose the path of submission and suffer the most sacred rights of our nation and our people to be ignored or violated. The wrongs against which we now array ourselves are no common wrongs; they cut to the very roots of human life.

April 2, 1917

WOODROW WILSON TO CONGRESS



MAKE DEMOCRACY SAFE FOR THE WORLD

By ADOLPH SCHUETZ, PRESIDENT, AMERICAN PHOTO-ENGRAVERS' ASSOCIATION



NOTWITHSTANDING the many trying and serious problems and difficulties with which industry and business in general has had to contend during the period of the first year of peace and reconstruction, nevertheless, the American business man of today is optimistic and looks with considerable confidence and enthusiasm on the prospects for the future.

The same spirit backed by American manhood to make the world safe for democracy has also been called into action to make democracy safe for the world with the same ultimate result. Class imperialism, boasting of its power, more especially in the key industries, has likewise gone down to defeat and a post-war patriotism aroused maintaining that the production demands of peace are no less than those of war. The conviction is growing among all classes, with some regrettable exceptions, that the real struggle is not between the factors of production, labor and capital, or the employer and employe, but that their interest is one and that the growing need, is volume, quality and variety of useful commodities.

I believe that the American laborer should be in a position to receive the highest wage as well as the most favorable working conditions for himself, and advantages for his family, not measured by the minimum subsistence, for the reason that he should be able to create more here than his fellow worker in other lands. This is contingent however upon the attitude of the laborer himself, individually and as a member of a labor organization.

The unions must realize the proper scope of their activities and their limitations. They cannot by virtue of mere force, and the position of advantage enjoyed from time to time, without reason or consideration, redistribute capital or indus-

trial products. Laws of distribution are operating which working units even though efficiently organized cannot overcome. Relative high wages, may be either a blessing or a curse to both the employer and employe; advantage to the employer when it makes an employe contented, earnest, painstaking, in short when it increases the unit of product to be marketed. A disadvantage to the employer when it simply increases his cost of production, quantity and quality remaining the same and when the only subjective effect upon the workman's mind is to incite him to demand more rather than create more.

Our photo-engraving industry is peculiar in many respects, we give a service rather than make goods. We cannot store this service. This service has no general demand, it supplies only the particular need or necessity of the party purchasing. In short, we are victims of the circumstances of each day and must be in a position to take quick advantage of opportunities when they arise to cover costs of less favorable occasions. Restrictive shop rules, unreasonable restriction of apprentices, unreasonable limitations as to what journeymen may be expected to do in any given unit of time, all add to labor cost and must be considered a part of the wage.

Advertising agencies and publicity organizations were never in abler hands or conducted along more scientific lines than at the present time. Through their campaigns of education and instructive propaganda, the business world now understands that advertising and publicity in business is an economic necessity and not a wasteful and unwarranted expense of distribution.

Here lies our greatest hope. Co-operating with these men of big affairs, users of our product; in finding new markets; in creating new wants and new needs for our service. As photo-engravers to do this, however, we must secure through the unstinted aid and support of the

journeymen in our shop organizations, more elastic means to respond to the demands of an expanding market. To meet the growing wage exactions they must be distributed over larger gross output. Let our journeymen and their leaders be the first to recognize that every increase in wages need not of necessity be passed on to the purchasing public, but may be paid out of the margin of larger output.

If the worker has a right to an interest in directing the production of goods it must be subject to the same control, however, as the other factors likewise entering into the product.

We know, and might as well confess, our product is only in a minor sense a necessity and there is a more or less fixed limitation of the price at which we can sell either quantity or quality. Substitution of other processes are already being keenly felt in our industry. The conclusion is inevitable, to insure higher wages, better working conditions, make it possible for more capital to secure a suitable return without extra hazard. Make it possible for enterprising executives to de-

vote their time and energy to co-ordinate the producing factors, eliminate waste, the extravagant and unnecessary overhead of poorly equipped plants; to effect policies making skilled labor more mobile and elastic, in short, make it possible for the photo-engraving industry to fully measure up to the exigencies of our new expanding and growing conditions.

Let me add by way of conclusion that industrially, as well as individually, organization is indispensable to growth, nevertheless, growth to be healthy and permanent is not to be forced, but should be directed cautiously and judiciously. We have the essentials of a thriving, prosperous industry. What we need is a more liberal policy in the supply of real craftsmen and a realization on the part of the journeymen of their share of responsibility in nourishing this craft to its full size and proportion.

I take this occasion to extend my best wishes and felicitations to the officers and members of New York Photo-Engravers' Union No. 1, on their twenty-fifth anniversary as an organization.



TRUE CO-OPERATION

By EUGENE C. MILLER, EX-PRESIDENT, AMERICAN PHOTO-ENGRAVERS' ASSOCIATION.



ONE of the pleasures that go with the office of President of the American Photo-Engravers' Association is the privilege of meeting the leaders in our craft. This includes employers and employes and presents an opportunity to get in close touch with both sides.

It has been a great pleasure for me to come in contact with the members of the Photo-Engravers' Union in New York City, and although I have not always agreed with you, on the whole, I must acknowledge that your organization has been doing and is doing some real constructive work and in my humble opinion, you have helped the craft along from the viewpoint of the employer as well as that of the employe.

Our branch of the printing trade has been working in greater harmony than any other of the various crafts embraced under the head of the "Allied Printing Trades," and this harmony of purpose is due entirely to the many conferences that have been held by the leaders on both sides. There is yet work to be done and I hope the New York Union will continue to elect safe, sane and conservative men to represent it in the offices and committees at their disposal.

After having made their selection, I hope your members will be good soldiers and support such officials as they select.

This is not the time nor the place to rock the boat. It is no time for radicals or theorists. With chaos reigning all around us in other crafts, it is our aim to steer a middle, conservative course and by our example set a standard for others to follow.

If I can offer any suggestion to your union, already highly organized, it would be that you follow up your plan of devising a suitable cost system with another plan that will tend to increase production through the raising of the efficiency of the individual member.

There is certainly room for improvement in the quality of our production and while the tendency appears to be to apply the brakes by a curtailment of apprentices, shortening hours, arbitrary shop rules, extending branches, etc., we must all bear in mind that we cannot keep our cake and eat it at the same time.

The sought-for improvements can all come in good time, but if they are to be gained by curtailment of production, the man who will eventually pay the bill is the employe himself.

It is only by income, gained by production, that the high standard of wages now being paid in our craft can be maintained and I have yet to talk to the employer who begrudges a living wage to his employes, and as a matter of fact, most employers I have talked to are inclined to go a little beyond and want their employes to secure some of the good things of life.

Therefore, it seems to me that it is up to you and your splendid organization, and while congratulating you on your success, I want to leave the thought with you that to hold and keep what you have, you must give some heed to what has made it all possible and turn your efforts now to bringing up our production to its highest point of efficiency. Co-operation, working together for the common good of all, is the foundation of our success as individuals and as organizations—it is the foundation of civilization itself.



ADOLPH SCHUETZ
PRESIDENT



EDW. A. SCHUMAN
VICE PRESIDENT



CHAS. SAVAGE
TREASURER



R. D. TALLMADGE
SECRETARY



A REMINISCENCE

BY AD. SCHUETZ



As we study the above picture, we think—Is it possible there are none in the group but employees of The Sterling Engraving Company!

It takes us back about seventeen years when the company was organized and we were worrying about what it should be named

We did not worry long. Our interest in the firm was genuine; our knowledge of photo-engraving was sound and pure; the quality of our work we intended to be of one kind—excellent. In the word “Sterling” all these ideas are embodied. Hence “Sterling” was the logical name.

Have we lived up to our name?

Ask any of our ever increasing clientele. They know.

But we smile as we think of the slogan we chose:—

“THE MOST PROGRESSIVE HOUSE IN THE CITY”

How nerry we must have been! The smallest house calling itself the most progressive—but as we look again at the illustration above, we cannot but feel that that slogan was more than prophetic—it stated an actual fact.

So now, having shown we are an up-to-the-minute concern, and ever truthful, we must revise that slogan by adding the word *Largest*, as we are now,—

“The Largest and Most Progressive House in the City”



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AND
Electrotyping Company
30 East 21st Street
New York City

INDUSTRIAL UNREST DEFENSABLE

By HENRY F. SCHMAL, SEC'Y-TREASURER, INTERNATIONAL PHOTO-ENGRAVERS' UNION of NA



RECOGNITION OF LABOR'S RIGHTS ONLY SOLUTION



THE subject of greatest moment, the subject that has affected all peoples since the signing of the armistice, is the unrest prevailing generally among the working class, not alone in our own country, but other countries as well. This is explained in the fact that since society is dependent upon labor for all of its needs it naturally follows that industrial unrest exercises its influence over the whole of the people.

The seriousness of the present industrial crisis has been recognized by our government as well as all labor leaders and some groups of employers, and nothing less than the combined efforts of these forces can restore confidence and contentment among the workers.

While industrial unrest is not alone confined to our own country; for the sake of accuracy I will confine my views to the workers of America, in fact there is no need of our going beyond our shores to seek the cause of this unrest nor do I believe we should concern ourselves with the industrial problems of our neighbors until we have displayed superior intelligence in solving our own.

We hear many apparent conflicting views advanced as the cause of the present unrest all of which if traced to their sources will be found to own their origin to our present undemocratic industrial system, a system which enriches one class at the cost of the other.

The American trade unionist of today is not urging the abolition of our present wage system, but is demanding many necessary reforms, and until the worker's rights are fully established and he is assured of a greater share of the wealth produced by him industrial unrest will prevail.

Those opposed to organized labor are charging the trade union movement with responsibility for the unrest and dissatisfaction prevailing among the workers, they would have us believe that the unrest prevails only among the organized worker. This is but another attempt to discredit the recognized labor unions. While it is true that organized labor voices the demands and needs of the worker, unorganized as well as organized, it is manifestly unfair to charge organized labor with responsibility for a condition brought about by a tyrannical industrial system.

To dispute the statement that the condition of the laboring class as a whole has been improved, would be discrediting the organized labor movement which has made this possible, although thousands of our nation's wage earners are not receiving sufficient wages to maintain their families in health and comfort, we too know the increased wealth of our country is not being equitably distributed and until the vast wealth produced by the worker is more equally shared with him and not until labor is granted economic justice with industrial and political equality, will industrial peace be restored. We hear of community of interest between capital and labor and democratization of industry which mean nothing to the worker so long as he is being denied the right to participate in the councils which fix the wages he is to receive and the conditions under which he must labor, and until that right is fully recognized and the worker through his chosen representatives is granted the right to participate in decisions affecting his welfare and the part he is to take in industry we need not expect to allay the present unrest and prevent conflict between these two classes.

There are some who advocate legislature to prevent free exercise of labor's rights, others advocate the unrestricted use of military power of our country to suppress labor, but fortunately neither of these courses has found favor with those in authority who, I believe, realize that the use of either would only tend to develop a more critical situation than that we find confronting us today.

For years the organized labor movement of this country has been fighting to relieve the suffering masses of American labor, contested on every side by those profiting by the privation of labor, but despite that opposition the labor movement will develop and will continue to extend its protection over the worker, and if temporarily restrained today will redouble its efforts tomorrow. Whenever capital fully realizes organized labor's willingness to co-operate for the common good of mankind, its readiness to bear an equal share of the burdens common to all peoples then, and not until then, will the rule of suspicion and mistrust be banished from industry and a common understanding reached between capital and labor. In an effort to destroy the organized labor movement great stress has been laid on the claim that labor unions

deprive the individual worker of the right to work for whoever he chooses. This is but a subterfuge to mislead the worker and to prevent any interference with the continued exploiting of labor.

When America entered the great world conflict the worker pledged his loyalty, fidelity and undivided support to the great cause for which that war was waged, no sacrifice seemed too great, every call was fully responded to by labor, and he gave freely of all he possessed, even life itself. No greater patriot ever lived than the American worker. To establish democracy was one of the purposes for which America entered the war, and since that battle has been won labor demands true democracy as its just reward for the sacrifices made, and not until it is assured that labor will no longer be regarded as a commodity, not until its right to affiliate with recognized labor unions and bargain collectively is fully guaranteed will it be content.

With labor's full rights granted, with democracy instead of autocracy ruling in industry, co-operation and good will, will take the place of hatred and mistrust, faith and confidence will prevail and industrial peace will be established.

Compliments of the

Trichromatic Engraving Company

461 Eighth Avenue

New York City

TRAINING THE YOUNG WORKER

By GEORGE STEIN, MEMBER EDUCATIONAL COMMITTEE, NEW YORK STATE FEDERATION of LABOR



MODERN industrial relations require a better understanding on the part of both the management and the working force of the problems of each. Education points the way to a solution of these problems, and the hope for the future rests with the young worker.

The official contact of employer and worker engaged in promoting the education and vocational training of apprentices will make for democracy in industry. If vocational training is made a function of joint action by employers and workers in all lines of work the industrial future of America is assured. What a splendid thing it will be for a young man on reaching his majority and taking a place in the ranks of his craft as a journeyman to realize that what he has acquired in the way of industrial education is due to the wise planning of educators, organized employers and workers.

In the printing industry employers and workers, through their organizations, have reached a working agreement on apprentice training. The following, adopted at a meeting of executives of Employers' Associations and the International Unions, and ratified by each group, reveals the scope of the plan:

III—Scope of Activities

(f) "Investigation of the question of apprenticeship conditions; adoption of suitable methods of selection for apprenticeship, and the technical training for apprentices, learners and journeymen throughout the industry; the improvement of processes, designs and standards of workmanship; to seek adequate representation on the control and management of all technical institutes; to consider and report upon all improvements of processes, machinery and organization, and appropriate

questions relating to management and the examination of industrial experiments, with special reference to co-operation in carrying new ideas into effect, and full consideration of the employes' point of view in relation thereto. The better utilization of the practical knowledge and experience of employes, with provision for facilities for the full consideration and utilization of acceptable inventions and improvements designed by employers or employes, and for the adequate safeguarding of the rights of the designer of such improvements."—From Declaration of International Conference Council.

This agreement opens the way for privately conducted courses, co-operation with the public vocational schools or training within the shop.

The passage of compulsory part-time or continuation school laws in many States present opportunities for active participation in educational projects that the organized trades should take advantage of. The benefits will be widespread. The employer is assured trained, competent mechanics; there will be a higher degree of intelligence in the ranks of labor, and the culture, education and training of the youth will mean better citizens, efficient workers, good Americans in the future. In all of the statutes provision is made for the appointment of advisory committees of members of employers and workers organizations. They will advise and counsel in the selection of teachers, courses of study, selection of sites, buildings and equipment.

Through the solicitation of the Committee on Education of the New York State Federation of Labor, several unions are considering plans to bring within the scope of the New York State law their entire apprentice groups. The plan proposed takes the form of an agreement that can be modified to suit the needs of each trade.

Compliments of the
Gill Engraving Company
140 Fifth Avenue
New York City

A MODEL UNION

By STEPHEN H. HORGAN, HONORARY MEMBER, INTERNATIONAL PHOTO-ENGRAVERS' UNION



SOME OF ITS QUARTER CENTURY ACCOMPLISHMENTS



WENTY-FIVE years is but a short space of time in this rushing aeroplane age and still within the past quarter century has been quietly developed the art of photo-engraving, a leader in the promotion of education, business and civilization itself. Modest and humble was this art in its beginnings, too modest in fact, for publishers took advantage of this modesty and treated this new art as a footstool on which they would rise to riches. They would have no more respect for it today were it not for the organization of its workmen who have raised it to the importance it now holds in "the art preservative of all arts."

No better illustration of the value of societies called "Unions" can be found in all history than the accomplishment of New York Photo-Engravers' Union No. 1 during the twenty-five years of its existence. It is too early to write the story, for we are part of it, but when the time arrives for the celebration of the golden jubilee, twenty-five years hence, the pioneers in this organization will be remembered for the good work they have done, and honored for the model society they left as a legacy to those who came after them.

In the year 1894 the few photo-engravers in this country were in a hopeless condition of uncertainty as to the future of their business. They were still experimenting with the several engraving processes that had been discovered, were without proper machinery or apparatus and they lacked business methods entirely. Photo-engraving had reached such an important place in the printing trades that illustrated magazines were multiplying. Crafty publishers did not instal photo-engraving plants in their establishments, as they had previously employed large staffs of wood engravers.

They decided instead to set one photo-engraver against another in merciless competition so that the prices of engravings might be kept down and they could reap fortunes through cheap methods of illustrating which sold their products. Publishers did get rich while suicidal competition drove many of the early photo-engravers out of the business.

Employing photo-engravers, in like manner, were driven to the necessity of holding their employes in a wage competition with each other so there was not a living wage for either employer or employe. Besides the failure to get a proper living out of an occupation requiring such high technical skill there were many other grievances, among them the fact that they were obliged to work frequently in ill-ventilated and unsanitary shops. The final complaint came from the knowledge that photo-engraving was being taught to culprits in one of New York State's penal institutions. The possibility of having to work with ex-convicts was too much for the spirit of the workmen so they came together in a society for the protection of their industry.

November 12, 1894, these self-respecting artisans at photo-engraving received from the International Typographical Union a charter recognizing them as Photo-Engravers' Union No. 1 in America. It would require a volume to record some of the benefits that came to the photo-engravers' art following the reception of that charter. The workmen expected to benefit by it but it proved to be the salvation of the employer as well and besides this it dignified the art itself.

Artisans who had given the best years of their lives to a study of the most intricate processes were no longer obliged to waste thought on bidding against each other for work. The charter secured them in their positions and they could now give

their minds to perfecting themselves and improving their art and this they did. The fraternal spirit which followed caused brother workmen to exchange with each other the special secrets they had acquired by experiment and practice in this highly technical work, thus raising the standards in the whole business. Out of this brotherly spirit grew also the practice of regular contributions to a fund for the care of those who were attacked by tuberculosis or were incapacitated for work in any way.

What the organization of the workmen accomplished for their employers is a valuable lesson in labor union history. There is space for only a fragment of the story here. Photo-engraving is one of the most uncertain of the scientific processes for the chemicals used are affected by the changes in light, heat and moisture. This being so, employers thought it impossible to ascertain costs sufficiently reliable to standardize the selling price of engravings, as might be done in a regular manufacturing business. Engravings in all cases being made to order, must meet the requirements of individual customers, consequently, the prevailing basis for selling engraving among employers was to find out, if possible, what a prospective customer was paying a rival house for his engraving

and then under-bid his price. The Union stopped this suicidal practice by studying for a long period the cost of the work going through their hands and then formulating a scale of prices which they submitted to their employers as a basis for selling their work and thus saved the whole industry from financial ruin.

Photo-Engravers' Union No. 1 has a record to be proud of. It has been guided during its brief history by officers who were ideal Americans. Its effort has been first of all to make good American citizens of its members, to secure for them living wages, in shops that were healthful, to protect their employers against themselves, to stabilize the whole industry and improve themselves and their product. They have had but one strike in their history. Let us hope they may never have another and that when the golden jubilee arrives they may continue to be looked upon as one of the model unions in the United States and possibly in the world.

Note:—Mr. Horgan is the author of "Horgan's Half-tone and Photomechanical Processes," "Photo-engraving, How to Order It and Where to Buy it," "Compendio de Fotograbadó," etc. For a quarter century editor "Process Engraving Notes," Inland Printer.

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WE MUST REBUILD

By CHARLES E. SHERMAN, PRESIDENT, PHOTO-ENGRAVERS BOARD OF TRADE OF NEW YORK CITY INC.



THE greatest American of them all, at least of recent times, has stated that the "Capitalists and wage workers alike should honestly endeavor to look at any matter from the other's standpoint, with a freedom on the one hand from the contemptible arrogance which looks down on a man with less means, and, on the other, from the no less contemptible envy, jealousy and rancor which hates another because he is better off. Each quality is a supplement of the other, and in point of baseness there is not the weight of a finger to choose between them."

"The worst foes of America are the foes to that orderly liberty without which our Republic must speedily perish. The reckless labor agitator who arouses the mob to riot and bloodshed is in the last analysis, the most dangerous of the working man's enemies."

Such were the utterances of a man at one time vested with the highest power and authority within the gift of the American people, loving America above all else, yet a citizen of the world, a sympathizer with all classes. A giant in intellect and achievements, yet no worthy task too menial, he neither imposed upon himself or accepted from without any limitations on the hours of his day's work.

These are days which surely test American ideals, days in which the simple, homely truths that have served us so well in arriving at our present stage of growth and development, industrially and otherwise, are lost sight of in the maze of new doctrines and theories taking the forms of "isms" of various kinds and descriptions. A leisure or semi-leisure class are not to be depended upon to assume serious responsibilities or carry on the big problems of production.

Our economic and industrial structure has been largely destroyed by the fire of a world conflict. We carried no insurance, the result is more or less a total loss. We can rebuild only as we originally constructed, by close application and honest full day's work, economy and thrift, those American workaday principles of the past which has given us our proud position among men.

The simple basic truths of production will in the long run obtain. They are as certain as any of the so-called natural laws. The waste and expense of our conflicts must be paid out of the goods created and added to the cost. The laborer will pay his share of mistakes made.

Trade and labor organizations to be constructive and fulfill the welfare purposes declared in their charters and constitutions must render a social service and be conducted not merely for class or individual gain and profit. They jointly and severally have a public duty to perform, an obligation to the whole people.

We must take our positions as agencies of human progress, and play our part among the other constructive social factors in the promotion of justice and fair dealing in industry and commerce.

The Attorney General of the United States, reviewing recent activities stated, "Nothing we have done is intended or designed to have any effect upon the recognized right of labor to organize, to bargain collectively through its unions." However, reforms "cannot be forced by methods which seek to terrify a people into submission."

Our crying need is for sane leadership, for men grounded in sound principles of economics and business, with honest motives, patriotic and fearless in the fight against those irresponsible outlanders who seek to overturn our methods in industry, our Government if necessary.

Compliments of
The Powers Photo-Engraving Company
154 Nassau Street

The Powers Reproduction Corporation
137 West 37th Street

The Powers Coloritype Company
115 East 23rd Street

Workers in the
Photo-Engraving Industry
New York City

LOOKING BACKWARD AND FORWARD

By LOUIS FLADER, COMMISSIONER, AMERICAN PHOTO-ENGRAVERS' ASSOCIATION



THE 25th anniversary of the birth of New York Photo-Engravers' Union Number One brings to mind the early experiences of photo-engravers in the trade union movement. Little was known of the formation activities of this organization outside of New York for several years, when through the activity of some of your members and officers, the news began to filter through, and in due time reached Chicago. Passing over the first two or three years of the existence of your organization, the writer first became familiar with it through organizers of the International Typographical Union, under whose jurisdiction your organization was then operating. The seed was gradually sown and fell upon fertile ground, and unions composed of photo-engravers were soon formed in the larger cities until a respectable number came into existence. The early struggles of New York Photo-Engravers' Union Number One are linked with those of other organizations throughout the country, whose experiences were very similar to your own.

Your first great effort to gain recognition and to establish a minimum scale of wages for your members resulted in a strike of considerable proportions in 1898. New York Photo-Engravers' Union Number One was forced by circumstances to conduct this fight practically single handed and with its own resources, which were none too great. This was due to the fact that the parent body, the International Typographical Union, for technical reasons refused to sanction your efforts or to assume the financial or moral obligations connected therewith, and because the sister unions of Photo-Engravers were not sufficiently large in numbers or strong in financial resources to be of much assistance to you. To your great credit, it must be said that you won this fight single handed

and there for the first time in the history of the photo-engraving industry, was born the effort to stabilize wages and other conditions.

The treatment accorded your organization by the International Typographical Union brought about a feeling on the part of union photo-engravers in the United States and Canada that their interests could be best conserved, and their future protected by an independent organization, subordinate to none and affiliated with the American Federation of Labor. A half dozen men, including the writer, shouldered the responsibility of secession from the International Typographical Union, little dreaming that their's was an enormous task. After four years of endless strife and discord we finally succeeded in establishing the rights of the photo-engravers to form their own and independent organization. It was the writer's task, personally, to bring about an agreement with the International Typographical Union, which ended the long and difficult struggle, and which, when ratified, enabled us to secure a charter from the American Federation of Labor.

Just fifteen years have passed since the International Photo-Engravers' Union and New York Photo-Engravers' Union Number One took their proper position in the ranks of organized labor under the banner of the American Federation of Labor. How well your officers and members have met this responsibility is a matter of current knowledge and history. From a small beginning of about 1,600 members fifteen years ago, the International Photo-Engravers' Union today has grown to a membership of over 5,000. New York Photo-Engravers' Union Number One in that same period has about tripled its membership.

Local Number One, today enjoys the distinction of being an exceptionally well conducted labor organization of the highest type. This is evidenced by the benefits your organization has bestowed upon its mem- (Continued on page 52)

SCIENCE tells us that only those plants and animals survive which adapt themselves to their environment.

A business concern is subject to the same law.

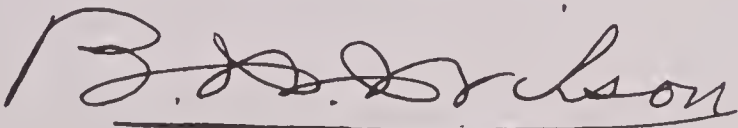
No organization can long retain its vigor which follows a "public be damned" policy. Today more than ever before, a square deal, not brute strength, makes for stability and permanence.

We have endeavored to follow this principle for 38 years.

That is one reason why many men have been continuously in the service of this company for 25 years or more; and why many customers have patronized us for 25 years and over.

Consideration not only of producers, but also of consumers, is necessary to secure economic stability and progress.

ELECTRO LIGHT ENGRAVING CO.


Pres.

OBSERVATIONS

By A.W. MORLEY JR., CHAIRMAN, CONTRACT COMMITTEE, PHOTO-ENGRAVERS' BD. & TRADE



I AM very glad to respond to your request as chairman of the Employers Contract Committee, to make a brief report and to point such morals to the good of our industry as our experiences in arriving at our present agreement would seem to indicate.

We are told, as I understand it by those whose position should carry with it authority, that strikes, lockouts and industrial feuds are to be avoided if possible. As a business man, I know they are an expense and destructive. Arbitration of differences between bodies of proprietors, investors and labor unions are receiving the sanction of our ablest men among government officials, leaders of industry and labor institutions.

We, as photo-engravers, are, comparatively speaking, one of the very small industries closely allied with and a part of the printing industry, which has been rated as the sixth industry in point of size and amount of capital invested. We use but little material, and little machinery, our producing cost is largely labor cost; our workmen are skilled artisans with a prescribed period of six years apprenticeship. They have often been likened to the guilds of early industries.

We should, therefore, be in a peculiarly advantageous position to work out the experiment recommended of adjusting our matters by a joint agreement and sit and reason together as to the disputes and differences that may arise.

Our committee held a number of meetings and considered fully the issue before us. Data, statistics and information were gathered and carefully compiled from every available source showing the comparative wage statistics in competing zones, our cost of reproduction, taking into serious consideration the increased cost of living. We

wanted to be fair and equitable as employers, and not stifle or cripple the industry, yet we felt keenly the need of more production and therefore joined issues sharply on the question of shortening the hours. The ultimatum, however, of the Union was that a forty-four hour week had been established in various other cities and that the New York Union was consigned to the policy of forty-four hours on January 1st, 1920.

We differed also on the question of apprenticeship, I think I can speak for the industry here when I say that, we have felt for some time and do still feel, the position taken by the labor organization in the ways and means of supplying labor and encouraging young men of the right sort to enter the industry is not sufficiently flexible to meet our requirements. Apprenticeship heretofore provided has been five years. At the last convention of the International Photo-Engravers' Union this period was lengthened to six years and we were confronted with the proposition that the six-year period had become a matter of international law with the labor organization.

With some fifteen hundred journeymen in the commercial branch of the photo-engraving industry, with one apprentice to every five journeymen and with a six-year term for preparation—assuming that each concern was training all the apprentices allowed and that the business does not expand—that each apprentice completed his course, which are all more or less violent assumptions as a matter of practice, it would take at least thirty years to completely replace our present corps of journeymen.

We took the position also that some system should be worked out for recognizing ability and merit during training period, that certain apprentices showing aptitude should be rewarded by receiving their full card upon becoming efficient workmen. That form of craft selfishness which

seeks to restrict the field of activities for the purpose only of increasing the wages for the older workmen is short-sighted and detrimental to the ultimate growth and development of any industry where the same is practiced.

Such a policy removes the incentive to improve the art, encourages substitution for our product and sooner or later must take on the form of subsidizing the workers in the craft at the expense of the industry as a whole.

I think it can be said that the numerous sessions held were conducted with seriousness, a body of earnest men seeking to present their different points of view, endeavoring to put into concrete form what they respectively believed to be for the interests of the respective parties represented.

It was evident, however, that the extreme demands made were prompted by the more radical element among the workmen, whose only consideration is the "pay-envelope," lacking that sound business judgment and vision as well as that sense of responsibility essential in working out broad constructive policies for the growth of our industry.

My sincere wish is that the coming years may see both employers and employes not only zealous for the success of our craft, but jealous to preserve it from harm.

LOOKING BACKWARD AND FORWARD

By LOUIS FLADER

(Continued from page 49)

bers; by the general conservatism with which you have conducted your affairs and by the solidarity and harmony in your organization, which is rare indeed in these days of friction, strife, turmoil and unwillingness to recognize proper authority.

Your twenty-five years of life as an organization is a matter of history; your actions during that period are open to all; your deeds in the past are useful as indications of your deeds in the future. You have been aggressive and through your aggressiveness have made great headway; you have been fair in the main, otherwise, continued progress and accomplishments would have been impossible. You are now passing jointly and separately into a new era and you will do well to give due consideration not only to the interests of your members, but to the interests of all who are in any way connected with the photo-engraving industry. May you be guided by the spirit of toleration, co-operation and justice. With these as your guide, you will prosper in the future as you have in the past.

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REMINISCENCES

By H.D. FARQUHAR, MEMBER NEW YORK PHOTO-ENGRAVERS' UNION NO. 1.



REQUEST to contribute a few lines to the Anniversary Book was received with a source of delight and at the same time it transmitted a sort of feeling that to scribe something which would be read with sufficient

interest to warrant the space it would consume, and convey intelligently statistics applying to the past, present or future of photo-engraving was not an easy matter, as most subjects have been thrashed until all details pertaining to such things are in the "down and out class."

Some of the readers of this Souvenir Book undoubtedly are familiar with the beginning of the photo-mechanical process; about that time I thought I had learned all there was to know about job printing in a small western town, being young and ambitious I took a fancy to engraving. I imagined that if I could make a cut or engraving by photo-mechanical means, that my highest ambitions would be realized. Immediately a few utensils were collected from a nearby photo studio, which included an old time portrait camera that resembled considerably an ancient accordion which had a lens attached to it almost as large as the camera, which would cut a line job about 445 inches. This was the beginning of my troubles which has extended over thirty years in all branches of the business. Naturally my experiments did not "pan out" as expected, which made it necessary to locate a man who knew how—he happened to be a little, short, fat, jovial fellow with a long mustache and a bunch of keys fastened to a chain, who was doing the engraving for the Cincinnati Graphic. I was kept busy for many days thereafter following this man from one locked room to another in search of the great secret of making photo-engravings by the swelled gelatine process. After a time I was able to absorb all that he knew, so I became inflated

(swelled up principally in the head), and started in business. Well, some of the work turned out, and printed on an old drum cylinder press, looked like anything but what it was intended to portray.

Nonetheless the business prospered—help was needed, I secured the services after considerable difficulty, of a full fledged photo-engraver for \$20.00 a week. Then the paramount question, and a very serious one, was, how could I pay that amount of money for one man. Fortunately for me he turned out to be worth considerably more than he was willing to work for. No wonder the pioneer engravers in New York got busy and organized Union No. 1.

The industry began to grow into promising youth about that time—line work on zinc, then half tones on zinc, soon followed by the use of copper were being done to a high degree. What engraver in those days did not have handy a magnifying glass who would closely study every half-tone print, puzzling out how the different dot formation were secured through a screen. The development of the processes and present high standard of quality and efficiency without a doubt can be attributed to the organizing and the first united efforts of Union No. 1.

There is no longer any question of the status of photo-engraving. It can be rated as a great achievement by those who were interested at its inception. The industry has prospered and it can be assumed with confidence that its use and usefulness will continue.

One benefit to the industry and all concerned was an interference of the cut-throat, double-cross methods of price cutting in vogue since engraving became commercialized. It had a sort of compulsory influence—recognized no alibis and made it possible for the engravers to make some real money for themselves, increase their obligations which has elevated their trade into a solid financial institution where it rightfully belongs.

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CLOSER CO-OPERATION ^{of the} GRAPHIC ART INDUSTRIES

By JOS. J. DERSE JR. PRESIDENT NEW YORK ASSOCIATED COMMERCIAL ARTISTS



WELCOME this opportunity to extend my hearty greetings to you on this Twenty-fifth Anniversary, and hope that we all will be able to celebrate the fiftieth anniversary in 1944.

It is with pride that I look back over the past twenty-five years of remarkable progress, for better conditions and higher compensation for that which we produce.

And now fellow craftsmen let us go a step further in the graphic art industry and help our brother workers to co-operate more closely with one another.

To co-operate means to operate or to work with.

We all know this, but how many of us realize it? How many of us do co-operate in the broader sense of the word?

Co-operation is the surest and most generous way towards advancement and progress.

Co-operation in the small sense of the word, means but a selfish gain towards a selfish end. This kind of co-operation is only too well known. Selfish co-operation in business does not tend to broaden out the market, but to restrict it.

We see men co-operating in business every day to force MIGHT, not RIGHT.

Forceful powers co-operating because they see that through each other they can attain their own ends more quickly. They co-operate only to clutch hold of more spoils with greedy fingers, and do not consider further. Is business then merely a question of taking something from a neighbor to monopolize it? Does the fact of having something, entail no moral responsibility whatsoever, as it does in other walks of life?

Has the business man, employer and capitalist made a special code of morals for themselves, which might read as follows:

1. I benefit myself as much as I can whilst benefiting others the least possible.

2. I must not let my neighbor's left hand know what my right hand is doing.

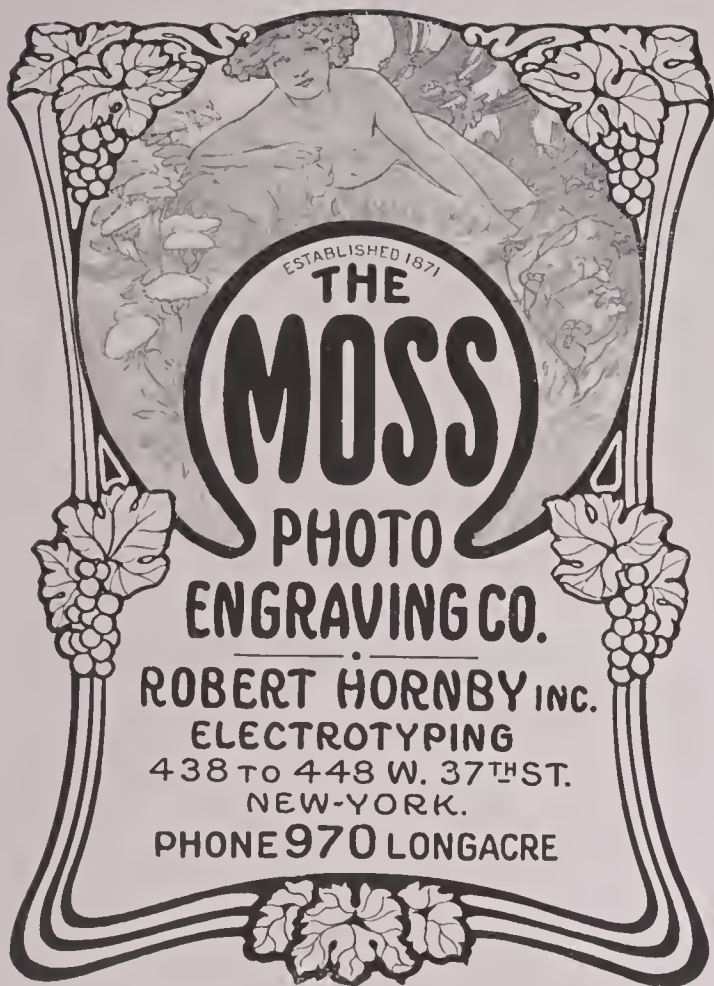
Now fellow craftsmen let us co-operate in the true sense of the word, and help all allied workers, to understand what the true spirit of co-operation means for our future in the graphic art industry.

The affiliation between photo-engraver and commercial artist is the first step in the right direction to create one international union for all graphic art workers, this closer co-operation in the graphic arts will do a great deal of good to assure each worker of a better understanding of all the allied industries that he works in conjunction with, this will give the employers a better opportunity to understand one another and also will make him realize what can be accomplished and what cannot be accomplished in order to receive the best quality of work from all concerned.

This will enable the graphic workers to protect themselves more strongly against any unfair practice, not only from the employers that are always waiting to take an advantage when the opportunity presents itself, but also will give our clients an opportunity to understand that they must also work co-operatively with us, in order to receive the best quality of workmanship in the finished product.

By asserting our rights in the economic adjustment of the graphic art industry in general, through the proper local allied unions, and through our International Union, by encouraging closer co-operation with all graphic art employers, we will establish the true spirit of co-operation, which will advance us to the highest state of organization.

Let us look forward fellow graphic workers to the day when all the local unions will be affiliated with one international union, or a graphic arts federation so that we will be able to co-operate in the true sense of the word.



The A. E. within the square is significant

It means a square deal to our workmen and clients—
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Every man who works for us
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QUARTER CENTURY of TRADE UNIONISM

By JAMES J. FREEL, PRESIDENT INTERNATIONAL STEREOTYPERS' AND ELECTROTYPERS' UNION



It is particularly gratifying during these times of rampant radicalism and temporary disregard, by some bodies of organized workingmen, of the fundamental principles of trade unionism, and common sense which has made the organized labor movement powerful, respected and a source of benefit to its membership in general and a bulwark of future hope of social and industrial betterment for the citizens and governments of the two great democracies of North America, to felicitate a local union that has never, since its inception a quarter of a century ago, departed from the true ideals and practices of trade unionism and as a result has finally succeeded in securing for its members every industrial betterment sought, which at the present time and under existing industrial and social conditions is the very best obtainable. As an active trade unionist in the printing industry

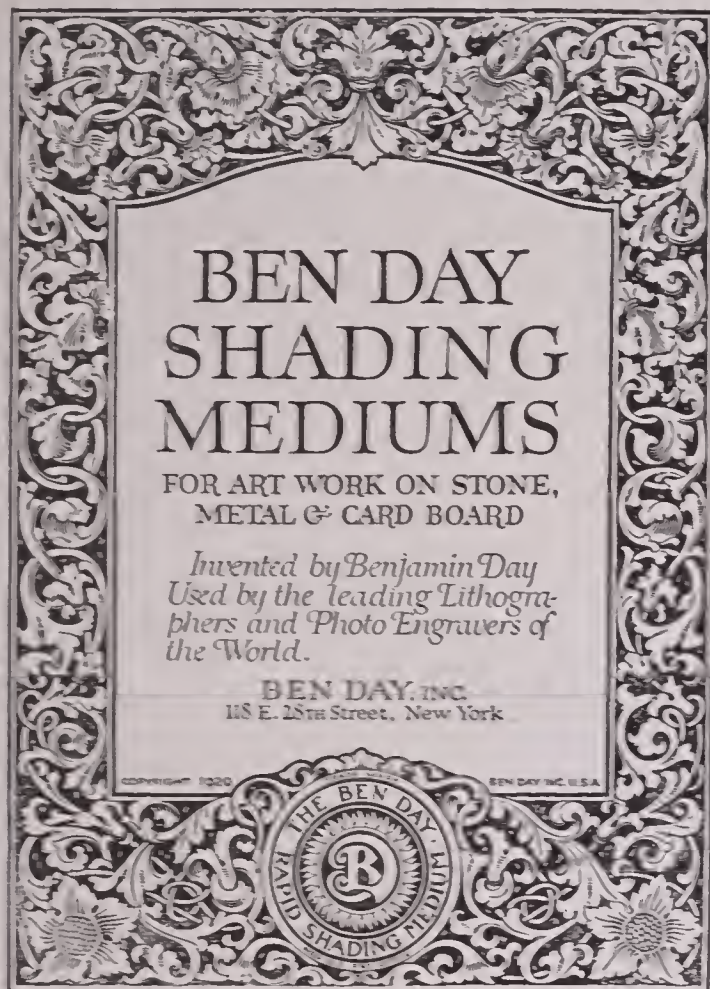
when New York Photo-Engravers' Union No. 1, of the International Photo-Engravers' Union, was organized twenty-five years ago, I have been fully conversant with its troubles, the obstacles it had to overcome, the bitter contests it was obliged to engage in in order to exist, and also to establish the satisfactory conditions its members now enjoy, conditions not surpassed by any other trade union and only equalled by few.

Photo-Engravers' Union No. 1 has demonstrated by its history that, by strict adherence to trade union ethics it is possible to secure everything its membership should have. It has never tolerated or followed false industrial leaders nor has it been carried away with impossible industrial fads or schisms which in my judgment are responsible for the great success it has achieved.

My hat is off to No. 1 upon its twenty-fifth birthday, I congratulate you upon your achievements and sincerely hope you will in future be as successful as you have been in the past.



In 1888. Left to right, not counting 5 boys in front row: CHARLEY PARKER - DAVE DRIVER
JOHN MEANY - CHAS. HANCOCK - EDWARD HERITAGE - GEORGE BELL
GEORGE FREIKNECHT - HARRY TILFORD - GEORGE SNOW - WM. CONKLIN.



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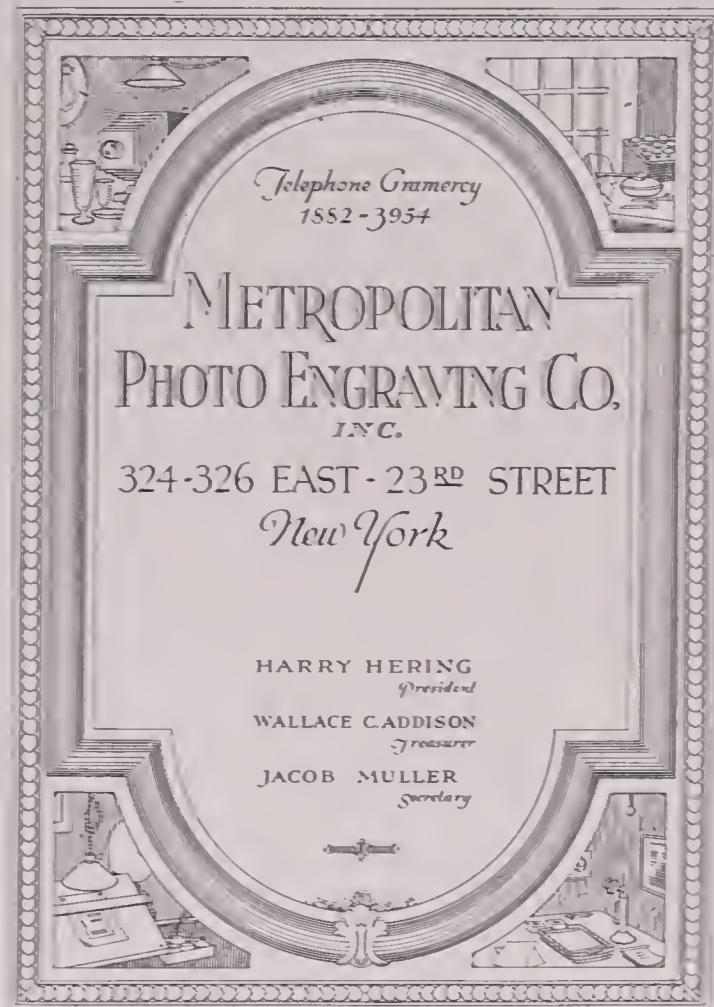
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LABOR'S AFTER WAR PROBLEMS

By MARSDEN G. SCOTT, PRESIDENT, INTERNATIONAL TYPOGRAPHICAL UNION



IN behalf of the officers and members of the International Typographical Union, permit me to extend our heartiest congratulations and best wishes to the officers and members of New York Photo-Engravers' Union No. 1 on the celebration of your twenty-fifth anniversary. Surely you have made wonderful progress, and the sound foundation upon which you have built up your organization insures still greater progress during the coming years.

Civilization's greatest war has been fought and won in Europe. Labor's greatest battle for humanity and justice must now be fought and won in America.

In Russia, in Germany, and in other countries of Europe governments based on injustice to the workers have been dismantled and thrown among the rubbish. Civilization is purging itself, and the scum and rottenness of years of misgovernment are floating away on the ebbing tide.

Greed for wealth and for power to inflict injustice on human beings have had their day. The workers of the world have paid too dearly in blood and in treasure to be cheated out of the victory they have won.

Here in America the organized workers face their greatest problems. For the past four years the greedy profiteers have plied their trade, practically unhampered. With the signing of the armistice, the inhuman vultures who have fattened on the world's misfortune have systematically planned to further inflate prices, thereby bringing semi-poverty into the homes of those who won the war.

Countless tons of food and clothing have been hoarded and kept out of circulation. Retail prices have been based, not on cost of production,

but upon the ability of the gougers to extort their tribute.

In 1916 food prices advanced. In 1917 they jumped. In 1918 and 1919 the "cost of living" soared 60 to 80 per cent or more above pre-war levels. In millions of homes the "cost of living" did not increase, for the simple reason that the contents of the weekly pay envelope were inadequate to meet the increased prices demanded by the profiteers. One can not squeeze blood out of a turnip, and the inevitable result was that pre-war standards of living were reduced.

Old clothes were patched, old dresses were mended, old shoes were sent to the cobbler, infrequent amusements were dispensed with, little luxuries were abandoned, every household economy was exercised, and even then the problem of trying to make both ends meet became a hopeless daily tragedy, a heart-breaking, never-ending nightmare from which there was no escape. The world will never know the full extent of the sacrifices which have been made by the wives and children in the homes of the wage-earners of America in the past four years.

Many interesting articles have appeared in newspapers and periodicals in which the wages paid to some shipyard worker or munitions employe were set forth. There was human interest in the story of the brawny riveter who drew down fabulous sums in the cost-plus shipyard. But no one cared to read of the struggles, the sacrifices and the poverty in the homes of the mechanic working for a pre-war wage.

Yet somehow these men scraped together the price of a few stamps or war saving certificates. God only knows how some of them managed to pay the weekly instalments on the Liberty Bonds for which they subscribed. But they did it—only to be forced to part with them at the Shylock's discount later on.

Every war breeds its crop of cooties and profi-

teers. These vermin abound in every army and in every land. No delousing contrivance yet invented has made an army cootie-proof, and not one of the governments involved in the war was able to curb the avaricious profiteers who fattened on the world's calamity.

Industrial unrest has been increased by the fact that the workers know they have been systematically gouged by the profiteers during the past four years. Investigations made by food administration boards established that fact. Necessarily the burden has fallen heaviest on the workers receiving the lowest wage.

During the war the grievances of certain classes of workers developed sufficient importance to justify a presidential proclamation creating a court through which at least some of them obtained substantial justice from the industries in which they were employed. This instrumentality for the preservation of industrial peace also has been demobilized. With the signing of the treaty the responsibility of the government ceases, and those who served the nation in uniform or in overalls are left to their own resources.

Here in America the vicious influences which have produced industrial chaos in Europe are at work. Frowzy bolshevists and wild-eyed radicals are spreading their propaganda broadcast, and later, no doubt, droves of paid emissaries of industrial destruction will be imported from the riot factories of Europe to add to the confusion.

On the other hand, we have well-organized groups of junker employers, operating mostly through submarine methods, planning campaigns to deprive the organized wage-earners of any advantage they may have gained during the war.

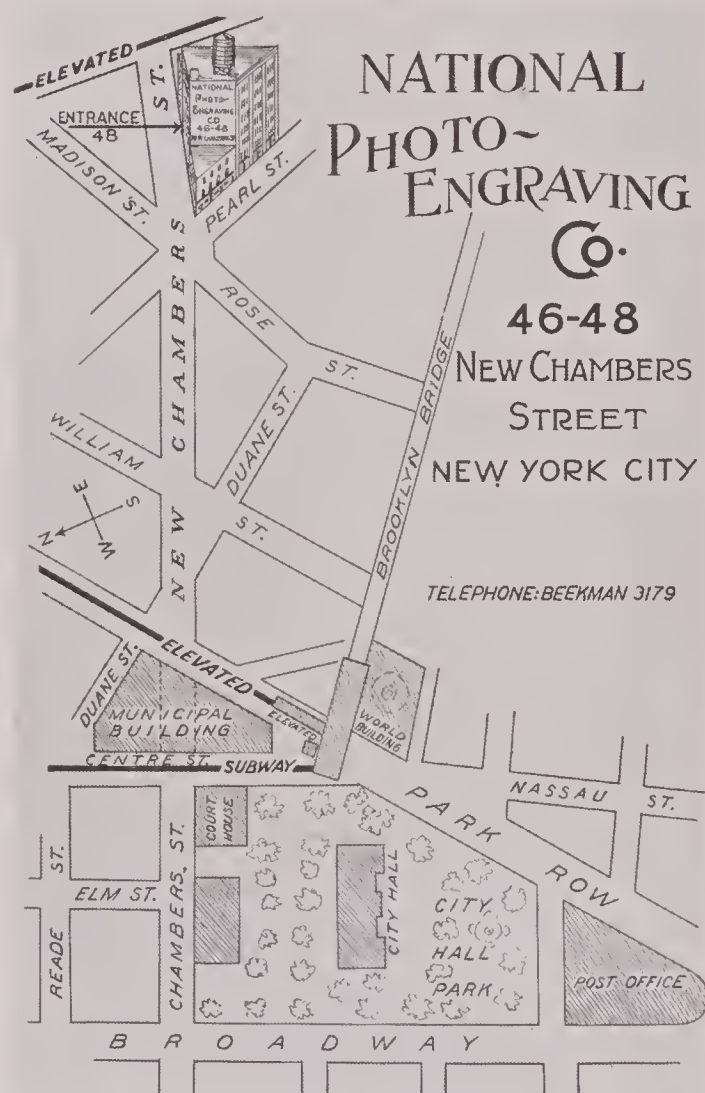
Aside from these disturbing factors the nation is confronted with what promises to be the most bitter political controversy in its history. Our crusade for humanity, for justice and for the preservation of democracy has degenerated into a political dog fight in which no effort is made to conceal the vicious intent of the participants. At a time when prudent statesmanship demands that we "Stop, Look and Listen," every danger signal is being ignored. Partisan politicians are doing more in one week to undermine the confidence of the people in the integrity of those who have been chosen to administer the affairs of the government than all the bolshevists and wall-eyed radicals this side of Gehenna could accomplish in a year.

In the meantime no definite steps have been taken to solve the problems of industrial reconstruction. Every indication points to industrial

storms which may sweep from coast to coast and back again during the coming year.

The two opposing armies are being mobilized. The greedy profiteers do not intend to surrender without a battle. We shall find their submarines operating in the Legislature of every state, in the halls of Congress and in the courts of justice.

In the coming battle we shall have the co-operation of every honest employer in the land. In the ranks of the organized workers we know that the International Photo-Engravers' Union will hold its part of the line to the last man. Let's go!



AMERICAN LABOR MOVEMENT'S OPPORTUNITY

By WALTER REDDICK, PRESIDENT INTERNATIONAL BROTHERHOOD of BOOKBINDERS



MEETING to the officers and members of New York Photo-Engravers' Union No. 1, and congratulations on the wonderful progress made during their twenty-five years of existence with wonderful predictions for their future.

This is a time in the history of the American labor movement when every caution must be used to exercise sound judgment and common sense in the adjusting of our wage scales or any other matter that might result in a dispute with our employers. There are at the present time over 600,000 men on strike in twenty states and in wages alone they are losing more than \$3,000,000 a day, to say nothing of the loss to the nation through diminished production.

Nine-tenths of the present strikes are "outlaw" walkouts, and as a result the conservative leaders of the American Federation of Labor are very much perturbed over the consequences. An international union cannot be held responsible for the actions of a few radicals within its ranks. It is not the rank and file that refuse to live up to their contracts. The trouble comes from leadership of unwise, disloyal radicals who for the time seem to have gained control. The loudest shouter for unionism is very often the poorest union man when put to the test, and when raised to leadership proves the poorest leader. This element is a small minority of the trade unionists and now, more than at any other time, must the conservative, intelligent unionists announce their position and sustain the true American principles which these ill-advised, reckless leaders would soon destroy.

It is the policy of the International Brotherhood of Bookbinders, to reach amicable adjustment of differences with its employers. We believe that nothing is gained by drastic action and often times a great deal is lost thereby. We endeavor to settle all matters by conciliation and failing in this to have recourse to arbitration rather than strike to enforce our demands. We find that much better agreements are reached in this manner and the employers pay more in many instances than they were willing to pay previously, besides resulting in a better feeling between the employer and employe which is worth considerable.

Increases in wages, better conditions obtained and the progressive work done in almost every centre of our jurisdiction speak well for the advancement our organization is making.

Our strength will depend on co-ordination of effort and mutual understanding between employers and employes and our success will be measured by the degree of co-operation attained in our work.

The growth and progress of the International Brotherhood of Bookbinders has been exceedingly successful. Wages have kept advancing and piece-work, task and bonus, and other obnoxious conditions in binderies have been to a great extent obliterated.

Today, the Brotherhood is in a very prosperous condition, upwards of 18,500 members are on our rolls. We contributed our share of members in the great world war and our members and local unions purchased many thousands of dollars of Liberty Bonds and War Savings Stamps. We are at all times patriotic and loyal to our flag and country and we are proud of our International Brotherhood of Bookbinders.



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WORLD'S PEACE AND LABOR

By GEORGE L. BERRY, PRESIDENT, INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS UNION



PEACE throughout the world means more to the working men and women than to any other element of society. For in the final analysis, it is the working class that must give the greatest manpower in support of war and that is called upon to pay the cost of war by and through the production and efforts of labor.

The peace pact of Paris constitutes the most equitable conclusion that could be arrived at in view of all of the intricate conditions that entered into the negotiations.

The many nations of the world have set up for themselves standards of living. Customs have evolved into laws, and traditions have become the cornerstone of nations, all the outgrowth of a condition existing in the day and time of the several generations, predicated to a very great extent upon the racial conditions applying in the several countries. This group of nations, associates in the allied cause, each having their respective grievances against the central powers, present a situation looking to adjustment that is not without difficulties and serious consequences.

To assume that each nation should have the right of asserting and stipulating its standard as the model, would have instantly caused the disruption of the entire proceedings and made an agreement impossible. The very natural course, therefore, was for the nations, as is the case with men, to endeavor to arrive at an amicable and equitable adjustment, first as to their position with each other, and secondly as to their joint opinions on the attitude to be taken in respect to the enemy nations which had been defeated.

It is not saying too much when it is declared that the President of the United States and his colleagues upon the American Commission to Negotiate Peace, representing as they did a great

nation of free people, who are in the vanguard of progress, found work that called forth not only extreme precaution but an attitude of patience and conciliation that finds no equal in the history of the world's affairs. When all is said and done, therefore, we would be ungrateful and inconsistent indeed if complete approbation was not generously given to the President and his associates upon the American Commission.

The penalties imposed upon Germany and her allies are of course unprecedented, and by the same token it can be said that the outrages, atrocities and damage to the world were unprecedented. The allied nations had just cause in expecting, demanding and enforcing the payment by Germany for the great crime she had committed against society. The terms of the indemnities are of necessity harsh, but are not too burdensome for the German government and her allies to meet in the full day of their time. Opportunity for economic expansion is accorded to Germany and in the course of years it will require them to meet their obligation, and we should not forget that during those same years the nations she has ravished, and the nations she has forced into bankruptcy, will likewise feel the pangs of war, the responsibility for which rests upon the shoulders of the central powers exclusively.

The war occurred; it was a war where millions of men made the supreme sacrifice; it was a war where whole countries were destroyed, a war where thousands of women and children were murdered, all due to and precipitated by the cruel, inhuman and insane concept of the ruling class of Germany and her allies. It is not the fault of the allied governments and the United States that the war occurred; there can be no real basis, therefore, for sympathy to the German government and her allies for the great havoc they have played in upsetting and breaking down the orderly course of human endeavor.

In the determination of indemnities, boundary lines and punishment for those responsible, there was very properly considered the question as to the future in relation to peace and the establishment of some barrier against the possible repetition of the suffering the world had endured because of the war, and in this the President of the United States urged upon the high contracting parties a league of all governments which would subscribe to the principles of peace, and a covenant embodying the high purposes of the league was offered and the name given to it was "The League of Nations." The high contracting parties subscribed to this doctrine "in order to promote international co-operation and to achieve international peace and security by the acceptance of obligations not to resort to war, by the prescription of open, just and equitable relations between nations, by the firm establishment of the understanding of international law as the actual rule of conduct among governments, and by the maintenance of justice and scrupulous respect for all treaty obligations in the dealings of organized peoples with one another."

With the foregoing as the basic principle, the machinery to carry out the high ideals expressed was immediately put into shape, and in Article II this significant language appears: "It is also declared to be the friendly right of each member of the league to bring to the attention of this assembly or of the council any circumstance whatsoever affecting international relations which threaten to disturb international peace or the good understanding between nations upon which peace depends."

It will be observed by this phraseology that the covenant of the League of Nations is not an institution that is to govern by precedents or is immune from initiative, but it provides the means by which any matter arising in the world's affairs and which threatens the peace of the world may be a proper subject for consideration by the League. The claim, therefore, that is being made abroad and in this country that the Irish situation is doomed by the League is a false premise, for indeed, there is in the League an opportunity for a hearing given the Irish and other peoples of the world that has never presented itself in all history.

In another section of the covenant, Article XII, a further significant declaration is made and it reads: "The members of the League agree that if there should arise between them any dispute likely to lead to a rupture they will submit the matter either to arbitration or to inquiry by the

council, and they agree in no case to resort to war until three months after the award by the arbitrators or the report of the council. In any case under this article the award of the arbitrators shall be made within a reasonable time and the report of the council shall be made within six months after the submission of the dispute."

Can there be a doubt in the minds of any sensible persons as to the result of the application of this feature of the covenant? If representatives of all of the nations are to sit as friends in the consideration of a dispute among friends for a period of six months, is it not reasonable to expect that an adjustment will result? Certainly, if it is not possible to secure an adjustment by this course, obligated as they are to peace, what course is open to the minds of men as a more effective substitute?

Because of the predominating importance of working men and women in the conduct of the war and the burdens that rest upon them in the payment of the cost of the war, it was only natural and to be expected that some definite declaration should be made upon this subject, and so in the covenant of the League of Nations an exception was made in the recognition of the world's obligation to the workers, the producers of the health and happiness of society.

We find in Article XXIII this far-reaching principle and committal: "We will endeavor to secure and maintain fair and humane conditions of labor for men, women and children, both in their own countries and in all countries to which their commercial and industrial relations extend, and for that purpose will establish and maintain the necessary international organizations."

So it will be observed that associated with the League of Nations there will be a department known as the International Bureau of Labor; this bureau has been made effective through the establishment of the necessary machinery for its operation; a commission made up of employers and employes, equally representative, was selected by the high contracting parties and reported to the high commission, a complete system of organization for the determination of all issues presented. In this organization for the conduct of the Labor Bureau we find the following language: "Whereas, the League of Nations has for its object the establishment of universal peace, and such a peace can be established only if it is based upon social justice; and whereas, conditions of labor exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world

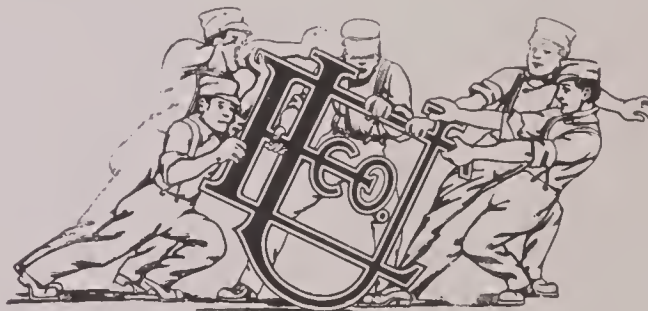
are imperiled, and an improvement of these conditions is urgently required; as for example by the regulations of the hours of work including the establishment of a maximum workday and week, the regulation of the labor supply, the prevention of unemployment, the provision of an adequate living wage and protection of the worker against sickness, disease and injury arising out of employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of the workers when employed in countries other than their own, the recognition of the principle of freedom, of association, the organization of vocational and technical education and other measures; whereas, also the failure of any nation to adopt humane conditions of labor is an obstacle in the way of other nations which desire to improve the conditions in their own countries, the high contracting parties moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world agree."

The question we must ask ourselves is "has there ever before in all time been a recognition given such as constitutes the very preamble and heart of the Labor Bureau of the covenant of the League of Nations?" It is good to know upon the part of those who move forward that there has come in the life of the world a tribunal where the working conditions of men and women are to be subject to an adjustment predicated upon principles such as are enunciated in the Covenant of the League of Nations. As an indication of the purpose and setting up the pointer that means progress and not retrogression, I quote herewith another section of the machinery for the operation of the Labor Department of the government which says: "In no case shall any member be asked or required as result of the adoption of any recommendation or draft convention by the conference to lessen the protection afforded by its existing legislation to the workers concerned."

This eliminates the question of averaging the standards of the nations of the world; it precludes the possibility of a revision downward. It guarantees and gives recognition to the superior condition existing in any nation of the world, and that superior condition is to be the model for the uplift of peoples enjoying an inferior standard, and the high standard is determined by the intelligent concept of the nations. It means that if the standard of the United States is seventy-five percent and the other nations fifty percent, and the Labor Bureau determined sixty-five percent, the immediate gain is to the minimum and the incentive is

to the maximum to go to the hundred per cent, there being no provision whatsoever that could be construed in the slightest degree as preventing the execution of those agencies for progress that now prevails in the several nations of the world; but on the other hand, in addition to those agencies that have brought to us the conditions that we now enjoy, we have in addition an international instrumentality that can be brought into use for the elevation of the conditions of the workers in a less fortunate country, and in pursuing this course we not only occupy ourselves in a great humane cause, but we safeguard our conditions of employment by minimizing the danger of unfair and inhuman competition, the outgrowth of industrial oppression and wage slavery.

Opposition to the League of Nations and to the Labor Bureau constitutes not only reflection upon the intelligence of the millions of men who crossed the Atlantic to break down the onslaught of militarism against the free peoples of the world, but it is likewise a reflection upon the intelligence of the working men and women of this and every other country and indicates the real feeling of antagonism of those critics against the progress of human liberty.



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OUR FUTURE

By E. J. VOLZ, PRESIDENT, NEW YORK PHOTO-ENGRAVERS' UNION NO. 1



OUR past is a matter of fact and has been recorded. Who can read the history and say that our existence as an organization has not been justified? Who of us, member or craftsman, can peruse the early and persistent struggle (often against discouraging odds) of our pioneers without admiration and respect? Who can review the accomplishments of twenty-five years without pride and satisfaction?

A glorious future lies ahead, for we have profited by experience and will not rest content on the laurels and results of those who have preceded us but will persevere and strive continuously for greater achievements.

However satisfactory our past a greater and more ambitious program lies ahead, work of a wider scope and a broader endeavor. Fortunately a substantial basis has been established upon which to proceed.

Our hope and that of the industry lies in our apprentices, the future journeyman, the future member, the future leader. We must be ever careful in their selection, vigilant in their training, providing every means for their advancement, doing our utmost to educate them not only as workers but as skilful and resourceful craftsmen, also in economic principles and in their social and civic duties. They must be given every encouragement to advance, every opportunity to progress. The necessary means and incentive must be provided to keep them morally sound, physically fit, intellectually strong, economically ambitious and when eventually the reins of leadership in the craft is transferred to them as eventually it must, it can be done with the assurance that the trust will not be misplaced. Every act, every dollar spent in such

education and upbuilding will be returned to the industry and the organization one hundred fold, and when they in turn render an account of their stewardship it will show a substantial interest on the investment. This is our greatest insurance for a protected future.

Looking ahead we can discern an appreciative membership recognizing more fully in our organization the vital instrument necessary to craft progress, the means by which they have advanced, the key to the realization of their future hopes and aspirations. Keenly jealous of its welfare, vitally interested in all its activities, eager to assist in its progress, insistent on asserting through it their rights, persistent in having them recognized and enthusiastic in all its accomplishments. Each acting as though the organization depended on their individual efforts and collectively carrying on in such a manner as to assure the individual of the interest and backing of the united whole, competent of considering and judging questions in their broader aspect and for the greater and permanent, rather than the immediate future, able to discern and discriminate between progressive definite policies and doubtful though alluring makeshifts, choosing wisely between unselfish leaders and selfish opportunists aspiring to self-aggrandizement; willing to contribute funds sufficient to carry out progressive policies and campaigns for advancement and protection and to maintain the organization in a dignified and respected manner.

Truly, our future lies ahead resplendent with hope. Even though we remain a small organization due to the limitations of our craft we will ever be, as we are, an effective and forceful one, constructive leaders in the trade union movement, ever blazing the way for a brighter, better and more satisfactory existence.

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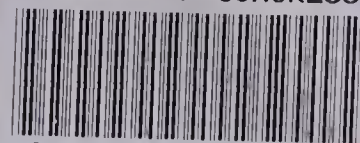
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